

11-30-2006

SR-06-07-05 FECRAHC

Marshall University

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**FACULTY EVALUATION & COMPENSATION
REVIEW AD HOC COMMITTEE
RECOMMENDATION**

SR-06-07-05 FECRAHC

Recommends that faculty members receive a copy of their final Overall Composite Rating (OCR) calculated score with corresponding signatures (faculty member, chair, and dean) by the date the document is forwarded to the office of the Provost. Should any changes in the faculty member's OCR calculated score occur beyond that time period at any subsequent review levels, written documentation will be returned to the faculty member within 10 business days after the change. No change in any faculty members OCR calculated score may occur after the final day of the Spring semester of the academic year in which the document was completed.

RATIONALE:

Based on a survey conducted by the committee, a significant percentage (greater than 35%) of the responding faculty indicated that they were unaware of their final Overall Composite Rating (OCR) calculated score for the most recent evaluation period or whether changes were made to their score after completion of the evaluation document. This recommended action will permit the faculty members to become aware of any changes in their OCR score as originally calculated.

FACULTY SENATE CHAIR:

APPROVED BY THE
FACULTY SENATE:

Larry Stickle

DATE: *11/30/2006*

DISAPPROVED BY THE
FACULTY SENATE:

DATE: _____

UNIVERSITY PRESIDENT:

APPROVED:

[Signature]

DATE: *1/27/07*

DISAPPROVED:

DATE: _____

COMMENTS:

Annual Review

Overall Composite Rating calculation at year end

The following calculations are based on performance from January ____ to December _____. Ratings are derived from a number of sources using various documentation and data gathering methods such as interviews, questionnaires and observations to calculate the OCR, and to compare performance against goals.

	Negotiated weight	x	Component rating	=	Weight Composite
A. Administration	_____		_____		_____
B. Professional Development and Recognition	_____		_____		_____
C. Scholarly and Creative	_____		_____		_____
D. Librarianship	_____		_____		_____
E. Teaching and Advising	_____		_____		_____
F. Service					
University	_____		_____		_____
Professional Community	_____		_____		_____
Overall Composite Rating (OCR) - sum of weight composite					_____

- 4 = Exemplary
- 3 = Professional
- 2 = Needs Improvement
- 1 = Unacceptable

Faculty member signature _____ date _____

Supervisor signature _____ date _____

Dean's signature _____ date _____

College name: _____

Optional comments to explain unusual or extenuating circumstances: