Promotion to a higher academic rank or advancement in tenure is a recognition of the continuing development of a library faculty member in professional practice, instruction, professional growth and scholarship, and service to the College. Please evaluate performance on the following scale: E = excellent, VG = very good, G = good, F = fair, P = poor, NA = not applicable.

A. Effectiveness in professional practice.

1. Using judgment and decision making abilities, applies specific knowledge of his/her sub-discipline in ways that further the development of the local library ........................................ E  VG  G  F  P  NA

2. Displays initiative, resourcefulness, creativity, and productivity ............. E  VG  G  F  P  NA

3. Demonstrates a clear understanding of departmental and library policies and operations along with the ability to justify and interpret them to staff and users ......................................................... E  VG  G  F  P  NA

4. Works effectively with colleagues, staff, and library users ................. E  VG  G  F  P  NA

5. Demonstrates ability in planning, organization, and evaluation ........... E  VG  G  F  P  NA
6. Exhibits a professional attitude with a consistent sensitivity to user needs and in interpersonal relationships with colleagues, staff and library users. E VG G F P NA

7. Responds appropriately to criticism and evaluation. E VG G F P NA

8. Sets and accomplishes goals. E VG G F P NA

9. Communicates effectively. E VG G F P NA

10. Participates effectively in library faculty and staff meetings. E VG G F P NA

11. Accepts an increasing amount of responsibility. E VG G F P NA

12. Exhibits knowledge of library trends and issues, and applies this knowledge to professional practice. E VG G F P NA

B. Instruction

1. Exhibits knowledge of information literacy competencies and demonstrates teaching ability when instructing students individually and/or in classroom settings. E VG G F P NA

2. Contributes to campus information literacy by providing reference service, and/or creating print or electronic materials for independent learning and/or working well with fellow faculty members to integrate information literacy into the existing curriculum. E VG G F P NA

C. Professional Growth and Scholarship

1. Shows increasing level of scholarship related to librarianship through publications, presentations, and/or other scholarly or professional development activities. E VG G F P NA

2. Demonstrates involvement in continuing education through such activities as attendance at workshops, seminars, conferences, etc. E VG G F P NA

3. Makes contributions to the advancement of the profession by active participation in professional associations and organizations. E VG G F P NA

4. Adapts and implements new methods, software, technologies or tools to provide improved information services. E VG G F P NA

5. Contributes to the writing of library documents, including appropriate analysis and/or interpretation, in the support of campus activities, directives or changes in services. E VG G F P NA

6. Practices librarianship that receives positive attention from colleagues. This may include, but is not limited to, contributions and collaboration within one’s own library as well as with the greater library community in the pursuit of professional knowledge and best practice. E VG G F P NA
D. Service

1. Participates on college/governance committees, projects, etc. . . . . . . . . . . . E   VG   G   F   P   NA
2. Is active in church and/or community service . . . . . . . . . . . . . . . . . . . . . . . E   VG   G   F   P   NA

COMMENTS:

Considering the comments made above and the faculty member’s overall performance, my position is that the faculty member:

Exceeds expectations_______
Meets expectations_______
Does not meet expectations_______

Signature of Evaluator: __________________________________________

Date: __________________________________________

Please return this form directly to Academic Administration (Academic.Administration@wallawalla.edu) no later than the first Monday in July.