Improving Your Annual Evaluations for Faculty Using F180

David Cairns, Geography
Who I am

• 25 years on the faculty at TAMU.
• 10 years as the Department Head of Geography.
• Chair of the Department Head Council Steering Committee.
• Member of the F180 implementation task force (a few years back).
I build stuff.
Faculty Annual Performance Evaluations
What to expect today:

1) Recognize that we are all frustrated.
2) Review the limitations of F180.
3) Demonstrate a new tool to help interpret F180 data for faculty evaluations.
What we won’t do:

1) Fix all the problems (or maybe any of them)!

2) Develop a deep affection of Faculty180.
OK, let’s get it over with...

“Now calm down, Barbara. ... We haven’t looked everywhere yet, and an elephant can’t hide in here forever.”
A Sample F180 Activity Report

David Calmo  
Spring 2022 – Fall 2022

This information is auto-populated from a university data source and pulls the main instructor of record only (Fall 2009-present). Student credit hours will now auto-update starting Spring 2021. New courses will be uploaded on the 12th day of class each semester. Each course section is editable and faculty members who teach should verify their teaching information is correct.

Faculty members can also add their "Contributed to the Course" as well as a "Descriptive (if applicable)". Faculty members who are co-instructors can now add the courses they co-taught to this section including their percentage of effort in teaching the class. Faculty members can also indicate if a course has "Multidisciplinary Collaboration Activities" by choosing Yes or No as appropriate for this column.

If you have any questions, please contact us at faculty@tamu.edu.

<table>
<thead>
<tr>
<th>Teaching Input Section</th>
<th>Semester</th>
<th>Activity Classifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course Title</td>
<td>Course</td>
<td>Credit Hours</td>
</tr>
<tr>
<td>NONGEO ENVIRONMENTAL STUDIES</td>
<td>GEO5-280-215</td>
<td>3</td>
</tr>
<tr>
<td>QUANT METHODS IN GEOG</td>
<td>GEO5-402-002</td>
<td>3</td>
</tr>
<tr>
<td>RESEARCH</td>
<td>GEO5-499-002</td>
<td>20</td>
</tr>
</tbody>
</table>

This section is where faculty can upload teaching evaluation documentation. Please check with your department/unit on what items to upload (e.g., student surveys, tables, charts, etc.).

If you have any questions, please email us at faculty@tamu.edu.

<table>
<thead>
<tr>
<th>Course Evaluation Data/Results</th>
<th>Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td>Description</td>
<td>--</td>
</tr>
<tr>
<td>No data available in table</td>
<td></td>
</tr>
</tbody>
</table>

Faculty members should enter any short courses, certificate programs, course development/innovation, continuing education, academic guest lectures, seminar speaking engagements, or workshops given, etc., that they were the instructor of and organized involving students. Leave this section blank if it does not apply to you.

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<table>
<thead>
<tr>
<th>Additional Teaching Activities</th>
<th>Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title</td>
<td>Audience</td>
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<tr>
<td>No data available in table</td>
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</table>
My Goals for Faculty Evaluations

Make it easy on the faculty.

Reduce faculty frustration.
My Goals for Faculty Evaluations

Provide meaningful thoughtful comments to help faculty improve their performance.
A tool that will help you:

1) Identify salient information.
2) Summarize individual faculty performance.
3) Differentiate faculty performance based on peer group.
Let’s take a look at the app.
Where the data come from:

Faculty180
Google Scholar / Web of Knowledge
Banner Reports
Office of Institutional Effectiveness & Evaluation
Maestro
Faculty180 Data

Faculty List
Grants Data
Journal Publications
Book Chapters
Presentations
Courses Taught
Awards Data
Service Data
Google Scholar / Web of Knowledge

Citations Data
Banner Reports

Graduate Committee Membership
SRC_AL_GRAD_COMM_GE_CSV

Graduation Data
SRC_AL_FINAL_GRAD_AL_CSV
Office of Institutional Effectiveness and Evaluation

http://assessment.tamu.edu

Teaching Evaluation Data
Maestro

Access:
Available through SSO
http://sso.tamus.edu

Use:
Detailed information about sponsored projects (grants and contracts)
Remember...

\[ \text{In} = \text{Out} \]
What’s next?

Interactivity of the graphics.
Download summary reports for faculty
Create Department-level reports to provide summary information to our Deans.
What do you want/need?

cairns@tamu.edu