

## **APPENDIX B: PLAN FOR TRANSITIONING TO THE NEW EVALUATION SYSTEM**

For Virginia Western, who is currently evaluating full-time teaching faculty on an academic/fiscal year cycle:

- Evaluations for Academic Year 2012-13 or Fiscal Year 2012-13 should be completed in accordance with previously existing plan and previously established deadlines.
- Continuing faculty will conduct student evaluations during Fall 2013 and establish Annual Performance and Professional Development Objectives in accordance with the new faculty evaluation plan by December 15, 2013.
- First-semester performance evaluation of faculty hired in Fall 2013 is to be conducted in accordance with the new faculty evaluation plan; said evaluations are to be completed by December 15.
- Faculty contracts/appointment proposals for 2014-15 are to be issued in Spring 2014 pursuant to results of the 2012-13 evaluations completed, as noted above, by deadlines established under previously existing plan.
- Full implementation of new faculty evaluation plan, applicable to all full-time teaching faculty, commences in Spring 2014.
- Unless otherwise stipulated, faculty in the midst of a multi-year appointment as of January 2014 are deemed to carry a summative rating of “Meets Expectations” until the final year of the current multi-year appointment, whereupon they will participate in a comprehensive evaluation in accordance with the new faculty evaluation plan. In the meantime, they will participate in the Annual Performance and Professional Development and the Reward and Recognition components of the Faculty Development and Evaluation System.