

Biological and Environmental Sciences Department
Adjunct Faculty Evaluation Policy

Adjunct faculty will be evaluated each year. Evaluation will consist primarily of review of student evaluations of faculty by the Department Head. Should concern arise about the quality of an adjunct instructor, the Department Head, Associate Head, or a tenured faculty may observe the adjunct instructor teaching. When this occurs, the Head, Associate Head, or tenured faculty will provide the adjunct faculty with a completed Peer Evaluation of Instruction Form that includes a general rating (excellent, very good, satisfactory, or unsatisfactory), discussion of strengths and weaknesses, and suggestions to strengthen teaching. Each year, the Department Head will return student evaluations to adjunct faculty and discuss any significant concerns with adjunct faculty at that time. The Department will not rehire adjunct faculty whose performance is determined to be unsatisfactory by the Head.