



COLLEGE OF
Human Sciences

November 28, 2016

MEMORANDUM

To: Human Sciences Faculty

Subj: Annual Faculty Appraisal and Development Program

Office of the Dean

106 Human Sciences
Stillwater, Oklahoma 74078

405-744-9805
Fax 405-744-7113
<http://humansciences.okstate.edu/>

The ability of a college to function, progress and develop excellence depends both on the individual performance of each faculty member and on the collective performance of the faculty as a whole. The success and reputation of a college are highly dependent upon the talents that exist among its faculty and how effectively those talents are focused to accomplish the institution's mission. The appraisal and development process, as well as the reappointment, promotion and tenure process, are the means used to encourage and evaluate the professional growth of individual faculty members. The goal is to attract, retain and reward those faculty who demonstrate excellence.

The evaluation process at Oklahoma State University is designed to assist the institution in attracting promising faculty members, to help them reach their potential, to retain outstanding faculty and to reward their proficiency. Evaluation of the performance of faculty members is also conducted for the purpose of compensation review and at the appropriate times for the purpose of reappointment and/or for the awarding of tenure and promotion.

Consistent with the above, as outlined in OSU Policy and Procedures 2-0112 (approved October 2016 - attached), the College of Human Sciences conducts faculty appraisal and development conferences at the end of the academic year. Note that there is a new A&D form this year which has been revised to reflect specific categories relevant to our College. The appraisal period begins January 1 and ends December 31, 2016. In order to comply with the University directive that appraisal conferences must be completed by April 30, materials are due based on department head/school director's deadlines which will be shared directly with the faculty. This should allow for more convenient scheduling of appraisal meetings throughout the last half of the Spring semester to be completed by April 30, 2017.

As in the past, all categories will not be applicable to all positions. The new form to be used for the faculty appraisal and development process is attached, and is also available on the Human Sciences web page under the Resources for Faculty and Staff link (click on the Faculty and Staff link and there will be a link on that page for the Faculty Appraisal).

A handwritten signature in black ink that reads 'Stephan M. Wilson'.

Stephan M. Wilson, Ph.D., C.F.L.E.

Dean, College of Human Sciences

Regents Professor of Human Development and Family Science

106 HS Building, Stillwater, OK 74078

OKLAHOMA STATE UNIVERSITY

Tel. 405-744-9805 | Fax. 405-744-7113 | skype: stephan.m.wilson

<http://humansciences.okstate.edu/>

stephan.m.wilson@okstate.edu

Solving Human Problems ... Enhancing Human Lives

