

Goshen College Teaching Faculty Performance Check List
Revised by Rank & Tenure Committee 2011

Excellent	Satisfactory	For Improvement	Our vocation of teaching, relationships with students, and work with colleagues are a part of our call to live out our lives in Christ. The performance checklist is to be completed by the faculty member under review and the department chair conducting the review prior to a discussion between the two parties. It is part of the formative 1 st and 3 rd year review and summative promotion, tenure and post-tenure review. In summative reviews, it is submitted as part of the dossier. It is also the format for writing the faculty self-evaluation.
			Being Christ-Centered as evidenced by: Contributions to Church and Personal Faith Commitment
			<ul style="list-style-type: none"> • Holds membership in a worshipping body, attends church regularly
			<ul style="list-style-type: none"> • Serves as example of Christian discipleship in everyday life
			<ul style="list-style-type: none"> • Works at keeping personal spiritual life vibrant
			Being a Passionate Learner as evidenced by: Contributions to the College in Teaching
			<ul style="list-style-type: none"> • Integrates effective pedagogies
			<ul style="list-style-type: none"> • Revamps courses based on student reviews and best practices
			<ul style="list-style-type: none"> • Uses multiple modes of assessment
			<ul style="list-style-type: none"> • Keeps regular office hours and is accessible/available on campus
			<ul style="list-style-type: none"> • Chooses content and methodology relevant to students
			<ul style="list-style-type: none"> • Considers findings from student evaluations
			<ul style="list-style-type: none"> • Values informal and formal relationships with students
			<ul style="list-style-type: none"> • Mentors students for graduate school or professional career.
			<ul style="list-style-type: none"> • Engages students in the learning process
			<ul style="list-style-type: none"> • Creates a safe learning environment for all students
			<ul style="list-style-type: none"> • Demonstrates excellence in teaching
			<ul style="list-style-type: none"> • Connects learning and faith in relevant ways
			<ul style="list-style-type: none"> • Participates in campus interdisciplinary teaching/mentoring such as Maple Scholars, SST leadership, Colloquium, team-taught classes, co-curricular leadership, CITL research/ pedagogy, mentoring first year faculty members
			Contributions to Academic Discipline
			<ul style="list-style-type: none"> • Attends conferences in her/his field
			<ul style="list-style-type: none"> • Reads journals from organizations in the field
			<ul style="list-style-type: none"> • Keeps memberships in professional organizations current
			<ul style="list-style-type: none"> • Serves on professional committees or boards
			<ul style="list-style-type: none"> • Nurtures intellectual vitality by researching, publishing, presenting, performing, exhibiting, consulting, developing projects or mentoring student research, submitting work for peer review publication
			<ul style="list-style-type: none"> • Other

			Being a Servant Leader as evidenced by: Contribution to College Community
			<ul style="list-style-type: none"> • Attends faculty retreat
			<ul style="list-style-type: none"> • Attends faculty meetings
			<ul style="list-style-type: none"> • Attends convocation/chapel
			<ul style="list-style-type: none"> • Advises students with attention to both specific courses they take and also aspects of their life at Goshen College beyond courses
			<ul style="list-style-type: none"> • Participates in recruiting efforts of Goshen College
			<ul style="list-style-type: none"> • Holds regular office hours, is available to students
			<ul style="list-style-type: none"> • Attends department meetings
			<ul style="list-style-type: none"> • Attends school meetings
			<ul style="list-style-type: none"> • Participates in campus governance, committees
			<ul style="list-style-type: none"> • Attends student or campus sponsored events
			<ul style="list-style-type: none"> • Builds relationships and encourages dialogue by participating in interdisciplinary or cross-campus discussions
			<ul style="list-style-type: none"> • Fosters healthy relationships with colleagues, in department/ school
			<ul style="list-style-type: none"> • Takes on leadership roles for committees, institutional activities
			<ul style="list-style-type: none"> • Supports college mission and core values
			Being a Compassionate Peacemaker as evidenced by: Contributions to campus, local community and society
			<ul style="list-style-type: none"> • Serves as an ambassador for Goshen College in the community
			<ul style="list-style-type: none"> • Participates in community events, boards, or volunteer activities
			<ul style="list-style-type: none"> • Embraces pro-active, problem-solving approach to difficult issues and conflict resolution
			<ul style="list-style-type: none"> • Listens to others; sees and values multiple perspectives
			Being a global citizen as evidenced by: Contributions to intercultural understanding
			<ul style="list-style-type: none"> • Teaches with an intercultural/international perspective
			<ul style="list-style-type: none"> • Practices equality in the classroom so that the perspectives and needs of diverse students are valued
			<ul style="list-style-type: none"> • Attends cross-cultural events on campus and makes use of opportunities for faculty development in intercultural competence
			<ul style="list-style-type: none"> • Understands the impact of their own culture on relations and communication with others
			<ul style="list-style-type: none"> • Models hospitality in campus community and beyond
			<ul style="list-style-type: none"> • Builds relationships and encourages dialogue among diverse community members
			<ul style="list-style-type: none"> • Promotes environmental stewardship