

Policy Title: Faculty Evaluation

Impact: Faculty

Responsibility: Office of Instruction

Effective Date: 11/20/1996

Revised Date: 06/25/2025

Reviewed Date: 06/25/2025

Relates to Procedure(s): 3.03.21

Legal Citation(s): N/A

I. Policy Narrative

North Idaho College evaluates all faculty using multiple data sources as part of the assurance of educational quality and in compliance with institutional accreditation standards.

II. Purpose

The evaluation of faculty at North Idaho College is designed to maintain and enhance instructional excellence and assist in making sound personnel decisions and tenure recommendations by providing information on the performance of faculty in their major areas of responsibility. The timing, elements, and processes for evaluation are outlined in the evaluation procedure.

III. Guiding Principles:

- A. Criteria for evaluating performance will be related to faculty responsibilities and understood by all parties before evaluation begins.
- B. Evaluation results will be provided and discussed with the person being evaluated in the common interest of promoting professional growth and teaching excellence.
- C. Evaluation documentation will be provided to the person being evaluated and will become part of the human resource record.
- D. Evidence of performance deficiencies can result in loss of status or termination of employment only after legitimate opportunity for remediation has been provided.
- E. Summative evaluation is not a substitute for open, ongoing communication between supervisors and faculty members.

IV. Faculty Groups to be Evaluated

All faculty groups that exist at NIC will be evaluated. The groups are:

- A. Tenured faculty
- B. Probationary tenure track faculty

- C. Non-tenure track faculty
- D. Adjunct faculty
- E. Faculty librarians
- F. Probationary faculty librarians
- G. Part-time faculty librarians

V. Criteria

Faculty are evaluated based on the following criteria:

- A. Experience
- B. Academic or technical education
- C. Teaching effectiveness
- D. Professional growth
- E. Dependability in meeting contractual responsibilities
- F. Professional ethics
- G. Continuing performance.

The following policies are associated with these criteria: Faculty Employment, Tenure, Faculty Professional Development, Faculty Evaluation, Teaching Focus, Academic Freedom, and Professional Ethics.

VI. Professional Improvement and Development

Through the evaluation process, when improvement and professional development needs are identified, the responsibility for improvement and/or change rests with the faculty member. The institution assists by providing development and improvement opportunities.