



CALIFORNIA STATE UNIVERSITY, STANISLAUS
Department of Biological Sciences

EVALUATION OF TEMPORARY FACULTY (LECTURERS)

Temporary faculty hired to teach in the Department of Biological Science will be evaluated on the basis of teaching proficiency as defined by the following criteria:

(1) appropriate class preparation, (2) effective classroom instruction, and (3) adherence to departmental guidelines and University-wide academic standards.

As an indication of teaching proficiency, quantitative results of student evaluations (including IDEA and SATE questions) must be submitted. Per 33/AS/13/FAC, the new requirement is that all faculty (part time and full time lecturers) are required to conduct student evaluations in no less than 50% of all courses per year with a minimum of one course per semester for all courses taught. The department requires part time faculty to review all courses taught using both the IDEA and SATE sets of questions. During the twelfth week of the term written comments will be solicited from students in the appropriate courses. These written comments will also be used to assess teaching proficiency. Temporary faculty must also submit syllabi and a copy of at least one lecture exam (if applicable) for each assigned course. These materials will be used to assess the use of appropriate preparation and pedagogy. Effective classroom instruction includes the use of pedagogical strategies that facilitate and motivate student learning. If they so desire, temporary faculty may also submit news and information items on other professional activities they are engaged in (e.g., student research projects, consultancies).

Temporary Faculty will be evaluated each year following the schedule set up by the URPTC by a committee, consisting of tenured faculty and the department chair. All temporary faculty will also be evaluated by the college dean. Temporary faculty unit employees holding a three-year appointment will be evaluated in their third year and given a rating of satisfactory or unsatisfactory. Those faculty eligible for a three-year appointment shall be evaluated in the year preceding the issuance.