

Amendment 1 to the Personnel Document of the Department of Anthropology.

Clinical faculty with predominantly teaching roles will be evaluated on a 90% teaching, 5% research, 5% service basis unless a different workload distribution is negotiated.

I. Initial Appointment:

Clinical Assistant, Associate, and Full Professor: Appointees to this rank normally possess a doctorate in a relevant field, and have teaching and research experience.

Duties: Appointees to this rank will be expected to serve primarily in teaching, but will also be expected to contribute to research and service. Teaching responsibilities will minimally comprise 90% of the effort of the individual unless otherwise negotiated.

This under:

II. SUCCESSIVE APPOINTMENTS AND ANNUAL EVALUATION OF FACULTY

A. Criteria

Each clinical faculty member is evaluated annually on the basis of achievements in teaching, research or scholarly activity, and professional or academically-related service, consistent with percentage of duties assigned to the individual

1) Evidence of excellence in teaching or instructional performance includes but is not limited to the following categories:

- a) Teaching materials such as course outlines, examinations, and supplementary materials.
- b) Courses being taught appropriately for level and purpose of course.
- c) Enrollment, grade distribution, and rate of attrition.
- e) Both objective and expository student evaluations.
- f) Updating existing courses.
- g) Course innovations for which evaluation data are systematically collected.
- j) Advanced course work taken to improve/update teaching skills.
- j) Peer evaluations derived from class visits by department chairperson and personnel committee members.
- k) Self evaluations.

2) Evidence of excellence in research or scholarly activity is based primarily on the following categories:

- a) Invited and contributed papers and other presentations at international, national, and regional professional meetings and seminars.
- b) Publication of high quality papers in peer reviewed or non-peer-reviewed journal publications.
- c) Publication of teaching handbooks, textbooks, or chapters in textbooks on pedagogy.

- d) Production of videos or other multi-media materials on instruction.
- e) Contributions to professional organizations through membership on committees and office-holding.
- g) Evidence of research, either funded or unfunded.
- h) Technical reports on research projects completed or in progress.
- i) Involvement in the work of professional societies.

3) Evidence of professional or academically-related service is based primarily on the effective supervision of Teaching Assistants, but may also include advising of undergraduate students, and service to the Department or University related to the improvement of teaching in the Department.