Evidence of Performance (EOP) Evaluation Committee:
An EOP-Evaluation Committee is formed composed of three faculty members elected from each curricular group for a total of nine persons. At least one member in the committee should be from a recognized underrepresented group. Term limit of EOP-Evaluation Committee members is 3 years, non-tenured faculty are not eligible. Faculty eligible for election to the committee must have received at least “Meets FSU’s High Expectations” performance evaluation in each of the previous three years. Nominations for the EOP Evaluation committee are made to the associate chair, who will check eligibility of those being nominated.

Faculty Evaluation Committee
The Faculty Evaluation Committee advises the Chair as to the relative performance of each faculty member based on the results of the EOP-Evaluation Committee. The Faculty Evaluation committee will consist of three members, one from each curricular group. Each curricular group will elect their representative from the members of the EOP-Evaluation Committee.

At least one specialized faculty member will be elected to participate in the evaluations of specialized faculty. The procedure for annual and merit evaluations are described in Appendix B and the Criteria for Merit Review of Faculty are described in Appendix C.

Appendix B: Procedures for Annual and Merit Review of Tenured/Tenure Track Faculty Policy

1) Procedures for Evaluation used by the EOP-Evaluation Committee
   a) Faculty Merit File and Evidence of Performance Report. It is each faculty member’s responsibility to prepare a short list of accomplishments in teaching, research and service achieved during the past three years. These narratives are limited to one page. This narrative and the EOAS-style FEAS CV for the last three years must be submitted to the department.
   b) Evidence of Performance (EOP) Evaluation committee process
      • The EOP-Evaluation Committee can decide on whether and how to divide up the work and form subgroups, provided that the following rules are observed:
         1. One faculty from each curricular group is present in the subgroup evaluating a faculty member
         2. Members of the subgroup cannot have a conflict of interest (e.g. be related to the faculty member being evaluated)
      • This EOP-Evaluation Committee evaluates the list of accomplishments and FEAS CV over the past 3 years of each faculty member taking into consideration (1) annual assignment of responsibilities, (2) the Faculty Handbook, and (3) if any, The Collective Bargaining Agreement. Scores for the categories teaching, research and service are assigned and justified in writing following the FSU established ratings.
      • The evaluations are compiled and reviewed in a final discussion by all committee members.
      • The EOP-Evaluation Committee writes a short paragraph for each faculty member explaining their consent decision, including ranking according to FSU scale, separated out for teaching, research and service. This procedure ensures that minority group member interests can be addressed and that any context that possibly was not available to a subgroup (e.g. distortions of rating due to the inherent bias in the AORs) can be included in the evaluation.
2) Faculty evaluation committee

- Each curricular group elects one faculty member from the EOP evaluation committee to serve on the Faculty Evaluation Committee. Term limit of Faculty Evaluation committee members is 3 years, non-tenured faculty are not eligible.

- Taking into account individual assignment of responsibilities including administrative assignments, the Faculty Evaluation Committee will review EOP Evaluation committee evaluations and present to the Chair an overall evaluation of all Faculty members in each of the five evaluation areas of research, teaching, service and overall performance as either "substantially exceeds, "exceeds", "meets", "reason for concerns" or "does not meet" FSU's high expectations. Specifically, the category “Meets FSU High Expectations” is based on the typical performance of peers in one’s discipline. A summary score for each faculty member is calculated by weighing the teaching, research and service scores according to the weighted mean AOR% over the past three years.

- A tenured faculty member whose overall performance is rated “Does Not Meet FSU’s High Expectations” in two or more of the previous six evaluations may be placed on a Performance Improvement Plan (PIP). A PIP will be created for an un-tenured faculty member that is rated “Does not Meet FSU’s High Expectations” in any area.

- The Chair or her/his designee will compile the evaluative statements for each faculty member and provide each faculty member with their distribution. Further, the EOAS Faculty Evaluation Committee will advise the Chair on a ranking to be used in the distribution of merit raises. All faculty merit files will be ranked based on the ratings of EOP evaluation committee, the Faculty Evaluation Committee. All ratings shall be based on the same differentiated scale. The Chair has the ultimate responsibility for both annual evaluation and merit pay recommendations. If the Chair’s recommendations for merit rankings differ from those of the Faculty Development Committee, the Chair will notify the Faculty Development Committee and both recommendations will go forward to the Dean and the Provost.

The evaluation shall be based on evidence of teaching effectiveness, scholarly/creative activities, and service as outline in the evidence of performance form (Appendix C). The weighting of evidence shall be informed by the Assignment of Responsibilities.

The Promotion and Tenure Committee is responsible for the 3rd year reviews for Assistant Professors. The Chair is still responsible for the narrative. The Promotion and Tenure review is required as part of the eventual Promotion and Tenure binder.