

## Annual Faculty Evaluation Reminders

### Research

- Importance and impacts of research for the state of North Dakota.
  - What is the value or implication of the research to the citizens of North Dakota?
  - How does your research contribute to measurable impacts for the state (e.g., societal, economic, environmental)? How are you tracking and reporting these impacts annually to demonstrate long-term success?
- Extramural funding
  - Does the individual actively seek and receive extramural funding?
- Publications
  - Does the individual actively publish their research in appropriate journals?

### Teaching

- Effectiveness of classroom teaching (including in-person, online, and laboratory teaching)
  - Is the individual demonstrating effectiveness in the classroom?
  - What actions is the individual doing to improve her/his teaching?
- Teaching up to load
  - Is the individual teaching a load that is appropriate for the appointment?
  - Is there a willingness to teach core curriculum coursework needed by the department?
- Student advising
  - Does the individual actively advise undergraduate students?
  - Does the individual actively advise graduate students?

### Extension

- Extension Programming
  - Is the individual involved in a program planning team and process?
  - Have they prepared new evidence-based materials for use in extension?
  - Have they delivered training to agents, other professionals, and clientele? If so, what?
  - Have they recorded action plans, program activities, quarterly efforts and outcomes in PEARS for the year?
  - Can they describe the value of their extension work and the impacts made (i.e., behavioral change, return on investment) for the citizens of North Dakota?
- Service to NDSU Extension and NDSU
  - Have they served on extension committees, task forces, or other committees as needed?
- Professionalism
  - Have they been responsive to the needs of agents and clientele in a timely manner?
  - Have they participated in extension trainings and professional development opportunities?

### For all positions (teaching, research and extension)

- Active participation in professional development (campus, professional society, etc.)
  - Does the individual provide you with their most significant achievements on an annual basis so that these can be considered for our annual and biennial impact reporting requirements?
- Is the individual working to further the goals in the NDSU Agriculture Strategic Plan?