



## Ohio Administrative Code

### Rule 3358:5-3-28 Faculty evaluation policy.

Effective: August 14, 2025

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(A) Full-time instructional faculty shall be evaluated on a yearly basis. The evaluation will include an assessment of all areas that the faculty member has spent at least five per cent of their annual work time on over the preceding year, including as relevant to the faculty member:

(1) Teaching

(2) Service

(3) Professional development

(4) Administrative roles with reassigned time

(5) Temporary special assignments or projects

(6) Research not included as part of professional development

(7) Clinical care

(B) The evaluation will include a summary assessment of the above performance areas that includes the parameters, "exceeds performance expectations," "meets performance expectations," or "does not meet performance expectations."

(C) Evaluation of each area will be based on comprehensive, standardized, objective and measurable performance metrics.

(D) Student evaluations will account for at least twenty-five per cent of the teaching component of the evaluation and include the set of questions developed by the chancellor.



(E) The teaching component will also include a peer evaluation of the faculty member, with emphasis placed on the faculty member's professional development regarding the faculty member's teaching responsibilities.

(F) The evaluation will include a projected work effort distribution which will be used in the next year's evaluation that is consistent with the college's workload policies, based on standards developed by the Ohio department of higher education, and approved by the dean.

(G) Evaluations will be conducted by the faculty member's supervisor, reviewed and approved or disapproved by the dean if the dean is not the supervisor, and submitted to the provost for review. In the case of a disagreement between the supervisor and the dean, or the dean and the provost, the provost has the final decision authority.

(H) Appeals process: should the faculty member disagree with the final decision of the evaluation review process, they may appeal to the president. The president's decision is final.

(I) This policy shall be reviewed and updated by the board of trustees every five years.