

**UMKC Conservatory of Music and Dance
Individual Faculty Plan and Self-Evaluation
2014**

The Purpose of a Faculty Plan and Self-Evaluation is to:

- Give the initial responsibility of faculty evaluation to the individual faculty member him/herself.
- Encourage faculty creativeness and assertiveness in their own career plans.
- Make the faculty evaluation process forward-looking rather than punitive.
- Create great clarity of faculty expectations, individually and collectively, at all faculty ranks for evaluation and promotion.
- Encourage conversation between faculty and administration on faculty activity.
- Discover structural problems in the Conservatory's organization, culture and use of resources that inhibit faculty success.

This plan is to be completed at the same time as the current Faculty Activity Report and requires a one-on-one meeting between faculty and their Division Chair.

The role of the Chair is to see that the faculty member's Plan meets the Conservatory's needs, the Conservatory definition of expectations according to rank, and Conservatory resources.

This is void of specific guidelines as it is intended that each faculty member develop his or her own specifications based on long-term plans and expectations. However, faculty are encouraged to develop answers for each area of Faculty Activity (teaching, research/creative activity, service) based on the Faculty Activity Report and the application for Graduate/Doctoral Faculty Status.

Individual Faculty Plan and Self-Evaluation

Faculty Name:

Faculty Title (Rank):

Division and Division Chair:

Duties and Expectations:

Part 1

(not applicable the first year the form is used)

Faculty Evaluation of Results of last year's Faculty Plan

Teaching:

Were the specifics of last year's plan met?

If not, what can be done to meet the specifics of the plan?

What were the obstacles to fulfilling last year's plan?

If the specifics of last year's plan were met, were there any significant results beyond the plan that you wish to list?

Chair's Comments:

Research and Creative Activity:

Were the specifics of last year's plan met?

If not what can be done to meet the specifics of the plan?

What were the obstacles to fulfilling last year's plan?

If the specifics of last year's plan were met, were there any significant results beyond the plan that you wish to list?

Chair's Comments:

Service:

Were the specifics of last year's plan met?

If not what can be done to meet the specifics of the plan?

What were the obstacles to fulfilling last year's plan?

If the specifics of last year's plan were met, were there any significant results beyond the plan that you wish to list?

Chair's Comments:

Part 2

Faculty Plan for the coming year:

Teaching:

Specific plans for your teaching in the coming year:

Chair's Comments:

Research and Creative Activity:

Specific plans for your research and/or Creative Activity in the coming year:

Chair's Comments:

Service:

Specific plans for your Service in the coming year:

Chair's Comments: