Co-presenter information:

1) Primary presenter information and curriculum vitae or short biographical sketch:

David Bellar

David Bellar is the Director for the School of Kinesiology at the University of Louisiana at Lafayette, and the "Mr. Patrick Rutherford"/BORSF Professor in Education. He earned his Ph.D. from Kent State University.

Over the course of his career, David has authored or co-authored over 85 peer-reviewed scientific articles, co-authored several book chapters and received research funding from both government sources and private corporations. In addition to research, David serves on numerous University committees, including the Faculty Incentive Taskforce and the Graduate Council.

Nathan M. Roberts

Nathan M. Roberts is the Interim Dean for the College of Education at the University of Louisiana at Lafayette. Prior to serving as Interim Dean, he was the Department Chair for Educational Foundations & Leadership and the "Mr. & Mrs. E.P. "Pat" Nalley/BORSF Professor in Education at the University of Louisiana at Lafayette. He earned both his law degree and his Ph. D. from Louisiana State University. Nathan is a former school board attorney who teaches masters and doctoral courses in school law.

Over the past five years Nathan has co-edited 2 books and written numerous book chapters and refereed journal articles. He is a Louisiana Mediator for Special Education cases and a frequent presenter at the national Education Law Association conference, the Louisiana Athletic Directors meeting and the state Super Conference on Exceptional Children. He served on the university committee charged with creating the new merit evaluation system for the university.

Paula S. Montgomery

Paula S. Montgomery is the Association Dean for the College of Education at the University of Louisiana at Lafayette and holds the Kathy Authement Prouet/BORSF Memorial Professorship in Education I. Prior to working in higher education, she has served in several positions in public schools including principal. She has served as the Department Head for Educational Foundations & Leadership and as Associate Dean works as the Director of Graduate Studies and leads the accreditation efforts of the Teacher Preparation Programs.

Over the last several years, she has served on countless university committees, several community boards and has presented numerous workshops and professional development events relative to school culture and growth. She is the Immediate Past President of the Research Association of Minority Professors and serves on a number of committees for the Council for the Accreditation of Educator Preparation (CAEP).

2) Additional presenter information (if applicable): n/a

3) Title of Presentation (10 words): Faculty Input in Evaluation for a College with Many Disciplines

4) Abstract (25-50 words): The co-presenters will describe how faculty in one academic unit of a large College combining many academic disciplines were tasked with examining best practices and development of a faculty merit performance evaluation rubric. Perspective on the project will be offered by the initiating School Director, Dean of the College and Associate Dean of the College .

5) Keywords: Shared Governance, Performance Evaluation, Assessment, Leadership, Faculty Engagement

6) Presentation topic themes: Allowing Faculty to have a Voice in Evaluation, Working with the Administrative Team

7) Target Audience: New and Experienced Departments Chairs and Deans

8) Type of Presentation: Best Practice Presentation

9) Objectives of the Presentation:

a) gain insight into faculty driven evaluation of performance

b) increase knowledge of how faculty driven evaluation can translate up the administrative chain

c) develop strategies for involving faculty in development of evaluation policies in their own department or units.

10) Description of the Session (300-500 words):

Modern Colleges are often faced with the challenge of having faculty in many different academic disciplines. One particular challenge associated with this diversity of academic backgrounds involves performance evaluation. While some colleges still rely on a leader or leadership team to determine the criteria for assessment, in a world of expanding faculty interests this might not represent best or most realistic practice. It has been suggested that faculty voice be heard, especially in areas where evaluations may be subjective [iii]. The co-presenters will spend thirty-five minutes briefly describing the change in the merit evaluation process at the University that is shifting from a centralized to decentralized model. Then they will relate the problems of faculty evaluation in a large College with a great diversity of academic disciplines and one unique solution that was applied within an academic unit of the College.

Each discipline has unique areas of scholarship, research, teaching and service and all deserve to be recognized[i]. The discussion will focus on how the head of the School in question tasked the faculty in the five distinct academic disciplines to form a committee and develop a rubric that encompassed a collective vision of the evaluation of the performance of a faculty member in each of the above areas. A complete description of the process and final product from the faculty will be offered, and how the developed rubric was employed during an evaluation cycle. Commentary on the rubric and process will be offered by the Dean and Associate Dean of the College who will also highlight how the various rubrics of the other departments compare. Following the presentation 15 minutes for questions and comments will be allotted, for other Department Head and Deans to offer insights into best practice at their institution or ask questions.

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[i]Xu, Y.J. (2008). Faculty Turnover: Discipline-Specific Attention is Warranted. Research in Higher Education, 49(1), 40-61.

[ii]Becher, T. (1994). The significance of disciplinary differences. Studies in Higher Education, 19(2), 151-161.

[iii]Elmore. H.W. (2008). Towards objectivity in faculty evalution. Academe, 94(3), 38-40.