EVALUATION OF PROFESSIONAL STAFF

Clinical faculty members are evaluated by student clinicians near the end of each semester during the time when course evaluations are being conducted. These evaluations are anonymous, and the summaries of results are provided to the clinical educators after practicum grades are turned in (usually the early part of the following term). Information concerning the evaluation is found in Appendix G. These evaluation summaries are provided each term to the Chair of the Department of Communication Sciences and Disorders, for purposes of annual evaluation of clinical staff who are primarily teaching faculty. They are also provided to the Director of the Communication Disorders Clinic, for information purposes.

Clinical faculty members are encouraged to use formative evaluation tools in addition to the required summative evaluation tools. It is important to assist students in learning to develop appropriate professional relationships, including the provision of feedback to the clinical educator concerning their performance and ways to assist students in the clinical process.

Additionally the clinical faculty must undergo a peer evaluation review. Appalachian State University and the University of North Carolina System have mandated that faculty members be reviewed using student evaluations, conducted at regular intervals (at least one per semester), and that a peer review be conducted. The faculty member must have feedback from the evaluation procedures.

A component of the Reappointment and Promotion Process, as well as the multi-year fixed-term contract renewal, is the assessment of performance and accomplishments related to “clinical teaching.” Measures of clinical teaching effectiveness consist of a variety of strategies that are dependent upon qualitative and quantitative data that compose a personal portfolio of accomplishments and growth in this area. (See Guidelines for Peer Observation of Clinical Teaching.)