



UNITED ARAB EMIRATES UNIVERSITY

Section: HR-FAC

Policy Number: 03

Date Approved: 10 May 2006

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Chancellor Decree Number: 40/2006

Responsible Office: Associate Provost for Academic Affairs

Annual Evaluation of Faculty

I. Policy

The annual evaluation of a faculty member continually assesses performance in teaching, scholarship and service. The factors taken into consideration include productivity and accomplishments in these three areas of competency. Evidence is required that the faculty member understands the nature of membership in a community of scholars, adheres to high standards of integrity and professional ethics, has the ability and desire to work as a member of a group while retaining all rights of individual expression, and feels a sense of responsibility for the well-being of the United Arab Emirates University and a commitment to work for the accomplishment of its goals, i.e., is of a collegial nature. Specific standards and criteria for the assessment of productivity in teaching, scholarship and service are described under "Promotion Standards for Performance Evaluation" in the Faculty Promotion procedure.

Peer Evaluation of Teaching, consisting of a series of classroom visits, is another effective mechanism to evaluate faculty teaching performance, and to guide the professional development of faculty in the area of teaching and instructional effectiveness. This evaluation does not have to be conducted annually. However, it should be conducted for newly appointed faculty during their first year of service, and for faculty applying for promotion. For all other faculty, the evaluation is conducted every 2-3 years.

Both faculty annual evaluation and peer evaluation of teaching provide useful mechanism to guide the professional development of faculty and for decisions pertaining to promotion and renewal of contract of faculty members.

II. Application

This policy shall apply to all United Arab Emirates University faculty except those in the College of Medicine and Health Sciences and the University General Requirements Unit.

III. Related Policies

HR-FAC-02	Faculty Responsibilities
HR-FAC-07	Faculty Promotion
HR-FAC-09	United Arab Emirates University Code of Professional Ethics
HR-FAC-10	Academic Freedom

IV. Revision History

Date	Revision
1/6/2006	Reference to "Faculty Promotion Policy" regarding criteria and standards for assessment of faculty performance is now made to the "Faculty Promotion Procedure."