

A step forward in faculty performance evaluation

In our endeavour to create a paper-less environment, the Provost Office and UITS have recently developed an automated system for Faculty Performance Evaluation; a two-year process that involves faculty members, department chairs, assessors, deans, administrators and academic affairs representatives.

The system is aligned with the new proposed policy "Faculty Performance Review". It is designed to enhance the evaluation process and provide extensive documentation of the faculty plan, comments and evaluations of department chairs and deans along with the detailed reports by the review committee on faculty contributions in the three areas of teaching, research and university and community services. The system, which accepts both Arabic and English submissions, is highly flexible and can accommodate all the requirements of the evaluation process.



The listing of colleges, departments, and current and archived evaluations makes the navigation inside the application much easier and faster. The system provides an excellent environment for archiving and retrieving information. In addition, faculty members will have access to their records and can generate reports at any point of time.

Technology behind it

The system was developed using Java technology, Oracle database and Web Ajax with a smartly developed interactive interface. The system involves easy filtering and search features along with online help. The application is hosted on two-load balanced web servers to ensure availability and avoid any possibility of service interruption.

Who can Benefit?

Faculty members will no longer need to write drafts for the work plans at the beginning of the two-year evaluation cycle. Through the Faculty Evaluation System, they will be able to edit their plans and submit them for review and corrections on a web space that is accessible 24/7.

Department chairs, deans and other administrators at various levels can monitor the submitted plans and evaluate them accordingly using a friendly web interface.

Support



Faculty members starting a new evaluation cycle are entitled to use the system and create their work plans for the 2012-2014 two-year cycle. The remaining group of faculty should submit their work plans in September 2013 for the next evaluation cycle, i.e. 2013-2015. UITS, along with the Provost's Office, will provide the needed support to all faculty members and will help them resolve any related issues or problems.

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