

College of Business Administration  
Annual Formative Evaluation Report for Faculty, 2022  
Dr. Chris Castille

COPY

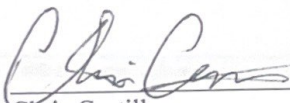
I certify that a meeting was held on 3/2/23 to discuss my annual evaluation of performance. My department head has provided me with my merit rating of 8.60 to be submitted to the Dean of the College of Business and the Vice President for Academic Affairs. I realize that this rating is subject to change as it is reviewed through the administrative chain of command. Documentation provided by me is on file in the departmental office. Additionally, the following items were discussed:

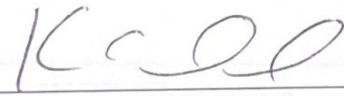
Teaching: Teaching scores are up slightly from 2021. Good job and keep up the efforts to improve.

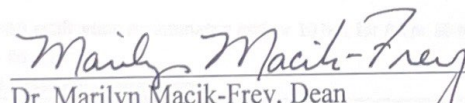
Research: Nice job with research. Again.

Service: Chris has done a good job with service. Especially professional service. I encourage him to take the lead of our SHRM Chapter.

Congratulations on your promotion and tenure recommendation.

  
Chris Castille

  
Dr. Ken Chadwick, Head  
Management and Marketing

  
Dr. Marilyn Macik-Frey, Dean  
College of Business Administration

**DEPARTMENT HEAD ANNUAL PERFORMANCE EVALUATION OF FACULTY FORM**  
**COLLEGE OF BUSINESS ADMINISTRATION**

FACULTY MEMBER: Christopher M. Castille

EVALUATION PERIOD: 2022

Instructions: Transfer percentage for "% Allocation Selected" from the Faculty Evaluation Agreement.

TEACHING/LIBRARIANSHIP	% ALLOCATION ALLOWED	% ALLOCATION SELECTED	RATING* (0-9)	SCORE*
Percentage Allocation to Teaching	50-60%	T%= 50%		
A. Delivery of Instruction	(50-80%)	A%= 50%	8.14	
a. Student Evaluation (25-75%)	a% 25%		8.14	
b. Administrative Evaluation (25-75%)	b% 75%		8.14	4.07
<i>Total of a + b must equal 100% 100%</i>				
B. Professional Development	(0-30%)	B%= 0%		0.00
C. Innovation Teaching*	(0-30%)	C%= 10%	8.50	0.85
D. Accessibility/Interaction with Students	(20-40%)	D%= 40%	8.41	3.36
E. Other (ex. Service learning opportunities; QEP initiatives; etc.).	(0-30%)	E%= 0%		0.00
<i>Specify:</i>				
TOTAL % for A+B+C+D+E must equal 100% 100%				
T = TOTAL Score Points for Teaching (A+B+C+D+E scores)				T = 8.28
T SCORE = Teaching/Librarianship Performance Merit Score				T% 50% x T 8.28 = 4.14

RESEARCH/CREATIVE WORK (As Specified by College/Department/Discipline)*	% ALLOCATION ALLOWED	% ALLOCATION SELECTED	RATING* (0-9)	SCORE*
Percentage Allocation to Research	30-40%	R%= 30%		
A. Peer-Reviewed Publications (accepted or in press)	50%	A%= 50%	9.00	4.50
B. Other intellectual contributions	50%	B%= 50%	9.00	4.50
TOTAL A+B must equal 100% 100%				
R = TOTAL Score Points for Research (A+B scores)				R = 9.00
R SCORE = Teaching/Librarianship Performance Merit Score				R% 30% x R 9.00 = 2.70

\*For SA, SP -Publications may only count once – either upon acceptance or at time of publication and must be from the CBA journal list or have an approved exception application.

— OR —

PROFESSIONAL/PRACTITIONER ACTIVITIES (As Specified by College/Department/Discipline)**	% ALLOCATION ALLOWED	% ALLOCATION SELECTED	RATING* (0-9)	SCORE*
Percentage Allocation to Professional/Practitioner Activities	30-40%	R%= 0%		
A. Licensure/Certification maintenance and/or 10 hrs. for PA or 20 hrs. for IP in Cont. Ed./year	50%	A%= 50%		0.00
B. Other professional contributions	50%	B%= 50%		0.00
TOTAL A+B must equal 100% 100%				
R = TOTAL Score Points for Research (A+B scores)				R = 0.00
R SCORE = Teaching/Librarianship Performance Merit Score				R% 0% x P 0.00 = 0.00

\*\*For PA, IP – Professional/practitioner activities may only count once, either in this section or under Professional/Community Service.

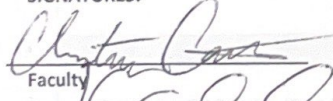
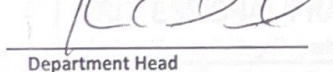


SERVICE	% ALLOCATION ALLOWED	% ALLOCATION SELECTED	RATING* (0-9)	SCORE*
Percentage Allocation to Teaching	10-30%	S% = 20%		
A. Student services (Ex: advising, mentoring, student organization advisor, student competitions, student research, etc.)	(10-70%)	A% = 30% x	8.25	= 2.48
B. Department, College or University services (Administrative roles without additional remuneration or committee service)	(0-70%)	B% = 0% x		= 0.00
C. Professional & Community service (Ex: Professional, governmental or foundation volunteerism, Educational workshops, conference speaker or reviewer, mission-focused speaking or volunteerism in the community, consulting service, etc.)	(0-70%)	C% = 70% x	9.00	= 6.30
D. Other (ex. Mentor for teaching initiative, special projects, etc.) Specify:	(0-70%)	D% = 0% x		= 0.00
<p>TOTAL A + B + C + D + E must equal 100% 100%</p> <p>S = TOTAL Score Points for Teaching (A+B+C+D scores) S = 8.78</p> <p>S SCORE = (Service Merit Score) S% 20% x S 8.78 = 1.76</p> <p>TOTAL A + B + C + D + E must equal 100% 100%</p>				

\*Calculate scores to the 2nd decimal point.

TOTAL FACULTY MERIT SCORE											
Ex: T-SCORE + R-SCORE + S-SCORE = (0-9)											
<table border="1"> <tr> <td>T - SCORE</td> <td>4.14</td> </tr> <tr> <td>R - SCORE</td> <td>2.70</td> </tr> <tr> <td>R - SCORE</td> <td>0.00</td> </tr> <tr> <td>S SCORE</td> <td>1.76</td> </tr> <tr> <td></td> <td>8.60</td> </tr> </table>	T - SCORE	4.14	R - SCORE	2.70	R - SCORE	0.00	S SCORE	1.76		8.60	Only One Score for either Research/Creative OR Professional Practitioner Activities
T - SCORE	4.14										
R - SCORE	2.70										
R - SCORE	0.00										
S SCORE	1.76										
	8.60										
Documented evidence required. See comments section below.											
<p><b>*Evaluator's rating based on a 0-9 scale where:</b></p> <p>8.5 - 9.00 = Exemplary Performance (documented evidence required)</p> <p>7.00 - 8.49 = High Performance</p> <p>5.00 - 6.99 = Adequate/Satisfactory Performance</p> <p>3.00 - 4.99 = Inadequate/Needs Improvement on Performance</p> <p>0-2.99 = Unsatisfactory/Poor Performance (documented evidence required)</p>											

SIGNATURES:

  
 Faculty  
  
 Department Head

3-2-23  
 Date  
 3/2/23  
 Date

NOTE:

While the intent of this evaluation instrument is to be comprehensive, it is acknowledged that it is not all inclusive. Therefore, it is expected that all faculty will comply with basic responsibilities of employment in accordance with standards for professional ethics and collegiality (as per Section 2.7 in the University Policy and Procedure Manual).

Supervisors shall document such non-compliance as part of the annual performance evaluation. However, this non-compliance will not factor into the computation for merit rather will become part of the permanent personnel record.

PROVIDE COMMENTS BELOW OR ATTACH DOCUMENTATION (double click in cell below to edit comments):

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# COLLEGE OF BUSINESS

## FACULTY EVALUATION AGREEMENT

FACULTY MEMBER: Christopher M. Castille

EVALUATION PERIOD: 2022

Instructions: Within each area select a percentage weight for each major category and then each item within each category.

TEACHING/LIBRARIANSHIP	% ALLOCATION ALLOWED	% ALLOCATION SELECTED
Percentage Allocation to Teaching	50-60%	T%= 50% Enter 50-60%
A. Delivery of Instruction	(50-80%)	A%= 50% Enter 50-80%
a. Student Evaluation (25-75%)	a% 25%	
b. Administrative Evaluation (25-75%)	b% 75%	
Total of a + b must equal 100% 100%		
B. Professional Development	(0-30%)	B%= Enter 0-30%
C. Innovation Teaching*	(0-30%)	C%= 10% Enter 0-30%
D. Accessibility/Interaction with Students	(20-40%)	D%= 40% Enter 20-40%
E. Other (ex. Service learning opportunities; QEP initiatives; etc.).	(0-30%)	E%= Enter 0-30%
Specify:		
TOTAL A+B+C+D+E must equal 100% 100%		

\*For the purposes of supporting our premier teaching institution goal, C. Innovation in Teaching will be used to evaluate innovation, engagement and impact in the classroom through new techniques implementation, and presenting new teaching innovations to the CBA faculty.

RESEARCH/CREATIVE WORK (As Specified by College/Department/Discipline)*	% ALLOCATION ALLOWED	% ALLOCATION SELECTED
Percentage Allocation to Research	30-40%	R%= 30% Enter 30-40%
A. Professional Development	50%	A%= 50%
B. Other intellectual contributions	50%	B%= 50%
TOTAL A+B must equal 100% 100%		
— OR —		
PROFESSIONAL/PRACTITIONER ACTIVITIES (As Specified by College/Department/Discipline)**	% ALLOCATION ALLOWED	% ALLOCATION SELECTED
Percentage Allocation to Professional/Practitioner Activities	30-40%	R%= Enter 30-40%
A. Licensure/Certification maintenance and/or 10 hrs. for PA or 20 hrs. for IP in Cont. Ed./year	50%	A%= 50%
B. Other professional contributions	50%	B%= 50%
TOTAL A+B must equal 100% 100%		

\*For SA, SP -Publications may only count once – either upon acceptance or at time of publication and must be from the CBA journal list or have an approved exception application.




# COLLEGE OF BUSINESS

SERVICE	% ALLOCATION ALLOWED	% ALLOCATION SELECTED	
<b>Percentage Allocation to Teaching</b>	10-30%	S%=	20% Enter 10-30%
A. Student services (Ex: advising, mentoring, student organization advisor, student competitions, student research, etc.)	(10-70%)	A%=	30% Enter 10-70%
B. Department, College or University services (Administrative roles without additional remuneration or committee service)	(0-70%)	B%=	0% Enter 0-70%
C. Professional & Community service (Ex: Professional, governmental or foundation volunteerism, Educational workshops, conference speaker or reviewer, mission-focused speaking or volunteerism in the community, consulting service, etc.)	(0-70%)	C%=	70% Enter 0-70%
D. Other (ex. Mentor for teaching initiative, special projects, etc.)	(0-70%)	D%=	Enter 0-70%
Specify:			
		TOTAL A + B + C + D must equal 100% 100%	
**For PA, IP – Professional/practitioner activities may only count once, either in this section or under Professional/Community Service.			
		TOTAL T + R + S must equal 100% 100%	

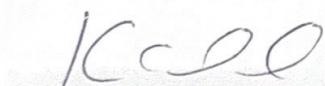
## NOTE:

Faculty have a right to modify this form with the approval of the department head by January 25 following the evaluation period.  
See departmental evaluation plan for behavioral descriptions or rubrics of criteria.

## SIGNATURES:

  
Faculty

3-2-23  
Date

  
Department Head

3/2/23  
Date

GO TO DEPT HEAD  
WORKSHEET →