

College of Business Administration
Annual Formative Evaluation Report for Faculty, 2021
Dr. Chris Castille



I certify that a meeting was held on 4/13/22 to discuss my annual evaluation of performance. My department head has provided me with my merit rating of 8.39 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:

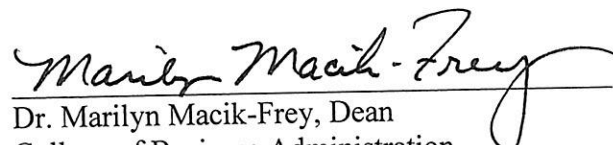
Research: Excellent job with research.

Service:

Note that tenure requirements, which can be found in the latest COB Faculty Development Plan, differ from requirements for SA status. Let Dr. Lajaunie or I know if you have questions or concerns.


Chris Castille


Dr. Ken Chadwick, Head
Management and Marketing


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

FACULTY EVALUATION AGREEMENT

FACULTY MEMBER: Chris CastilleEVALUATION PERIOD: 2021

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% 50%		
b. Administrative Evaluation (25-75%) b% 50%		
Total of a + b must equal 100% 100%		
B. Professional Development	(0-30%)	B%= 0% Enter 0-30%
C. Innovation Teaching*	(0-30%)	C%= 30% Enter 0-30%
D. Accessibility/Interaction with Students	(20-40%)	D%= 20% Enter 20-40%
E. Other (ex. Service learning opportunities; QEP initiatives; etc.).	(0-30%)	E%= Enter 0-30%
<i>Specify:</i>		
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*

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%

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%
hrs.	50%	A%= 50%
for IP in Cont. Ed./year		
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	
Percentage Allocation to Teaching	10-30%	S%= 20%	<i>Enter 10-30%</i>
		20%	
A. Student services (Ex: advising, mentoring, student organization advisor, student competitions, student research, etc.	(10-70%)	A%= 30%	<i>Enter 10-70%</i>
B. Department, College or University services (Administrative roles without additional remuneration or committee service)	(0-70%)	B%=	<i>Enter 0-70%</i>
or foundation volunteerism, Educational workshops, conference speaker or	(0-70%)	C%= 70%	<i>Enter 0-70%</i>
reviewer, mission-focused speaking or volunteerism in the community,			
D. Other (ex. Mentor for teaching initiative, special projects, etc).	(0-70%)	D%=	<i>Enter 0-70%</i>
<i>Specify:</i>			
		<i>TOTAL A+B+C+D must equal 100%</i>	100%
**For PA, IP – Professional/practitioner activities may only count once, either in this section or under			
		<i>TOTAL T + R + S must equal 100%</i>	100%

NOTE:

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

SIGNATURES:


Faculty

4-13-22
Date


Department Head

4/13/22
Date

GO TO DEPT HEAD
WORKSHEET →

DEPARTMENT HEAD ANNUAL PERFORMANCE EVALUATION OF FACULTY FORM

COLLEGE OF BUSINESS ADMINISTRATION

FACULTY MEMBER: Chris Castille

EVALUATION PERIOD: 2021

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% x	7.91	
a. Student Evaluation (25-75%) a% 50%		x	7.91	
b. Administrative Evaluation (25-75%) b% 50%		x	7.91	= 3.96
<i>Total of a + b must equal 100%</i> 100%				
B. Professional Development	(0-30%)	B%= 0% x		= 0.00
C. Innovation Teaching*	(0-30%)	C%= 30% x	8.00	= 2.40
D. Accessibility/Interaction with Students	(20-40%)	D%= 20% x	8.18	= 1.64
E. Other (ex. Service learning opportunities; QEP initiatives; etc.).	(0-30%)	E%= 0% x		= 0.00
TOTAL % for A+B+C+D+E must equal 100% 100%				
T = TOTAL Score Points for Teaching (A+B+C+D+E scores)			T =	7.99
T SCORE = Teaching/Librarianship Performance Merit Score		T% 50% x	T 7.99	= 4.00

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% x	9.00	= 4.50
B. Other intellectual contributions	50%	B%= 50% x	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.

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%		
20 hrs. for IP in Cont. Ed./year	50%	A%= 50% x		= 0.00
B. Other professional contributions	50%	B%= 50% x		= 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

SERVICE	% ALLOCATION ALLOWED	% ALLOCATION SELECTED	RATING* (0-9)	SCORE*
Percentage Allocation to Teaching	10-30%	S%= 20%		
organization	(10-70%)	A%= 30% x	7.25 =	2.18
advisor, student competitions, student research, etc.				
roles	(0-70%)	B%= 0% x	=	0.00
without additional remuneration or committee service)				
governmental	(0-70%)	C%= 70% x	9.00 =	6.30
or foundation volunteerism, Educational workshops,				
conference speaker or				
reviewer, mission-focused speaking or volunteerism in the				
D. Other (ex. Mentor for teaching initiative, special projects, etc).	(0-70%)	D%= 0% x	=	0.00
TOTAL A+B+C+D+E must equal 100% 100%				
S = TOTAL Score Points for Teaching (A+B+C+D scores)			S =	8.48
S SCORE = (Service Merit Score)			S% 20% x S	8.48 = 1.70
TOTAL A+B+C+D+E must equal 100% 100%				

TOTAL FACULTY MERIT SCORE
Ex: T-SCORE + R-SCORE + S-SCORE = (0-9)


T - SCORE 4.00
R - SCORE 2.70
R - SCORE 0.00
S SCORE 1.70
8.39

Only One Score for either Research/Creative
OR Professional Practitioner Activities

***Evaluator's rating based on a 0-9 scale where:**

- 8.5 - 9.00 = Exemplary Performance (documented evidence required)
- 7.00 - 8.49 = High Performance
- 5.00 - 6.99 = Adequate/Satisfactory Performance
- 3.00-4.99 = Inadequate/Needs Improvement on Performance
- 0-2.99 = Unsatisfactory/Poor Performance (documented evidence required)

SIGNATURES:


Faculty

4-13-22
Date


Department Head

4/13/22
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).