



Forest Ecosystems and Society Graduate Assistant Evaluation

This evaluation should be completed by the graduate employee's supervisor no less than once each academic year (Art. 15, Sec. 1). Prior to completing this evaluation, please review the duties described in the employee's signed position description (available in the FES Department Office).

This evaluation assesses employee performance *only* (e.g., graduate research assistant, graduate teaching assistant). It must *not* be used to assess satisfactory academic progress (e.g., coursework, research, thesis writing), as that is assessed using a different form (FES Assessment of Graduate Student Academic Progress).

POSITION INFORMATION			
Employee:	Gabhriel John	Employee's Unit:	FES
Evaluator:	Klaus Puettmann	Evaluation Year:	2023-2024
Course(s) TA'd (only if a TA; otherwise leave blank):	FES240		
Terms Evaluated:	Fall 2023		

SIGNATURES	
<i>Graduate assistant signature confirms receipt of the evaluation. GAs may submit a written rebuttal for inclusion into the personnel record within 30 days of receipt of the evaluation (Art. 15, Sec. 4).</i>	
	May 17, 2024
Graduate Assistant Signature	Date
	May 6, 2024
Supervisor Signature	Date

OVERALL EVALUATION (REQUIRED)	
<i>The supervisor provides comments substantiating the overall performance rating. If there are areas in which the Graduate Assistant is expected to improve their performance, these should be noted in this section (starting on the next page).</i>	
<input checked="" type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Does NOT Meet Expectations	

Comments (Please add additional pages or documentation as necessary):

Great overall performance!!!!. Lots of good things to say. Great feedback from the students about TA performance. Did not check "Exceeds.." all the way, because I was hoping for a little more initiative to include AI as a tool in class.

GENERAL EXPECTATIONS (OPTIONAL)

Job Knowledge / Technical Competence: Possesses and demonstrates technical, general, or other specific knowledge and skills required to perform job duties and accomplish stated objectives.

☒ Exceeds Expectations ☐ Meets Expectations ☐ Does NOT Meet Expectations

Comments (Please add additional pages or documentation as necessary):

Quality: Demonstrates a commitment to providing quality work. Work performed is of high standard. Is not satisfied with producing work that is "just good enough."

☒ Exceeds Expectations ☐ Meets Expectations ☐ Does NOT Meet Expectations

Comments (Please add additional pages or documentation as necessary):

Working Relationships and Communication: Establishes and maintains cooperative working relationships with co-workers and supervisor. Responds actively and effectively to needs of students and colleagues. Respects abilities, decisions, and motives of co-workers, internal stakeholders, and partners. Speaks and acts ethically, fairly, and consistently. Practices timely, concise, and relevant communication.

☒ Exceeds Expectations ☐ Meets Expectations ☐ Does NOT Meet Expectations

Comments (Please add additional pages or documentation as necessary):

Interest and Initiative: Displays enthusiasm, dedication, and interest in duties and responsibilities. Is a self-starter and proactive in their approach to the job. Demonstrates willingness to work beyond the usual or ordinary requirements of the job when needed. Shows initiative and flexibility in meeting challenges. Capable of acting independently when circumstances warrant.

☐ Exceeds Expectations ☒ Meets Expectations ☐ Does NOT Meet Expectations

Comments (Please add additional pages or documentation as necessary):

Judgement: Demonstrates ability to analyze available data or circumstances, consider alternatives, and make well-reasoned and timely decisions that favorably affect performance and organizational goals. Acts reliably and responsibly, keeping the supervisor informed and aware of potential issues or areas that need attention.

☒ Exceeds Expectations ☐ Meets Expectations ☐ Does NOT Meet Expectations

Comments (Please add additional pages or documentation as necessary):

GOALS FOR THE NEXT EVALUATION PERIOD (IF APPLICABLE – OPTIONAL)
<i>Please list any goals or areas of improvement / excellence discussed (can include written input provided by students, clients, or others who have direct knowledge of the employee's performance (Art. 15, Sec. 2):</i>
Comments (Please add additional pages or documentation as necessary):