

Louisiana State University Health Sciences Center - New Orleans School of Public Health
Faculty Evaluation Summary Rating Form
Rating Period January 1, 2024 to December 31, 2024

Faculty Name	
Reviewer / Evaluator Name	

Instructions: Assign weights (percentage of job duties) to each section. Enter as a decimal.

Actual for Calendar Year 2024

Workload Area	Proposed on Previous Evaluation	Actual based upon School Records
Teaching and Mentorship (with additional percentage for MS, PhD committees, etc.). 1 hour course = 4.17% 2 hour course = 8.3% 3 hour course = 12.5% 4 hour course = 16.68%		
Research / Practice (grants & contracts and other expected effort)		
Service (to Program, School, HSC, external)		
Administration (designated roles)		
Total		

Goal Setting for Calendar Year 2025

Complete with projected percentages for calendar year 2024. Enter as a decimal. Example percentages are given for consideration.

Workload Area	Teaching and Mentorship	Research/ Practice	Service	Administration (designated roles)
Sample Distributions				
Teaching intensive	12.5% x 5 = 62.5%	17.5%	20%	
Teaching focused	12.5% x 4 = 50%	30%	20%	
Teaching/Research Balanced	12.5% x 3 = 37.5%	43.5%	20%	
Research Focused	12.5% x 2 = 25%	55%	20%	
Research Intensive	12.5% x 1 = 12.5%	67.5%	20%	
Research Exclusive	0	80%	20%	
Goals				

TOTAL MUST = 100%

Faculty Annual Review Rating

Scale:

Outstanding	Exceeds Expectations	Meets Expectations	Needs Improvement	Unsatisfactory	Not Applicable
9 - 10	7 - 8	5 - 6	3 - 4	1 - 2	
Performance consistently exceeded all expectations	Performance met all and exceeded some expectations	Performance met expectations on a consistent basis	Performance met some but not all expectations	Performance did not meet expectations	Does not apply

Instructions: Enter Weight as agreed upon between faculty member and supervisor based on goal setting for previous year as a decimal and choose rating from the drop-down box for each criterion.

Activity	Weight %	Self-Rating	Supervisor Rating
I. Teaching and Mentorship A. Quantity of teaching and/or mentorship B. Quality of teaching and /or mentorship C. Development and implementation of innovations in education			
II. Research, Scholarly, and Practice Activities A. Quantity of research, scholarship and practice activity B. Quality of research, scholarship, and practice, activity C. Success in grant writing for external funding			
III. Service Activities A. Quantity of service to the Program, School, HSC, & PH B. Quality of service to the Program, School, HSC, & PH C. Impact of service to the Program, School, HSC, & PH			
IV. Administrative Activities A. Leadership Effectiveness			
Overall Rating (teaching weight x teaching rating) + (research weight x research rating) + (service weight X service rating) + (administrative rate x administrative rate) = final rating rounded to the nearest 100 th			

The overall rating score is rounded to the nearest 100th and final rating is based on the scale below.

Outstanding	Exceeds Expectations	Meets Expectations	Needs Improvement	Unsatisfactory	Not Applicable
9-10	7-8.99	5-6.99	3-4.99	1-2.99	

Faculty Signature

Date

Supervisor Signature

Date