

ALBRIGHT COLLEGE | FACULTY PERIODIC EVALUATION

PROFESSIONAL SELF-REFLECTION (PSR)

Purpose:

The PSR, completed as part of the periodic evaluation process by all full-time faculty, is different from the Annual Faculty Activity Report (AFAR), in that it asks faculty to *reflect* on their annual work in addition to reporting on that work. Together with the AFAR, this self-reflection constitutes the documents required for periodic faculty evaluations by department and program chairs. This instrument is meant to facilitate a conversation between the faculty member and the department or program chair relevant to professional development and goals for teaching, scholarly/creative work, and service.

- ✓ The PSR, normally completed every three years in addition to the AFAR, provides a standard format for faculty to succinctly *report and reflect* on their annual work-related activities relevant to teaching; professional output, including scholarly and creative work; and college and community service.
- ✓ The PSR will become part of each faculty member's personnel files.
- ✓ In the years a faculty member is undergoing an evaluation process by the ACRT, in addition to the AFARs, the PSR must be included in the portfolio so that readers will be provided with a consistent at-a-glance summary of a faculty member's activity since the last evaluation.
- ✓ The AFARs for the previous three years will provide helpful prompts for self-reflection and self-evaluation by faculty, which is a critical part of the evaluation process.
- ✓ The PSR should be completed no later than May 31 and submitted to the department chair.

Section I: Teaching and Academic Advising

- a) Among the courses you have taught over the past three academic years, which did you most enjoy teaching and why? (1-2 pages)
- b) Describe briefly your creative work in teaching and student engagement over the past three years, including but not limited to new or evolved courses and syllabi, pedagogical experimentation, advising initiatives, and outcomes. If needed please supply the syllabus as additional documentation. (1-2 pages)

OR

- c) Describe current pedagogical methods or any recent changes that you have instituted. Reflect on the success or failures of such approaches and describe any potential pedagogical strategies you are considering for future adoption. (1-2 pages)

II. Scholarly, Creative, and Professional Work

Describe briefly a new project, research avenue, or creative idea that you explored the past three years and any outcomes or plans to build on that work. (1-2 pages)

III. Service to the Department, College, and the Community

Relevant to your service commitments that contribute to Albright, reflect on one of your most significant contributions to the Albright community over the past three years. (1-2 pages)

IV. Professional Goals

Outline the goals that you have set for yourself to accomplish at some point during the next three years in the following areas: teaching, scholarly or creative work, service to the college and your part in developing and supporting a thriving, well, supportive, equitable, and empowered community. (1-2 pages)

V. Additional Information and Reflection (optional)

Please use this opportunity to provide additional self-reflection on your role and contributions as a faculty member at Albright. (3-4 page limit)

***Please note that additional documentation could be requested if necessary.**