

## Inclusion of Student Success Activities in Faculty Evaluation

### Recommendation of the Faculty Evaluation Alignment (FEA) Task Force

The USG now requires that faculty reviews, including annual evaluations, pre-tenure review, and post-tenure review, as well as University and discipline-specific criteria for promotion and tenure, shall include “evaluation of instruction, **student success activities**, research/scholarship, and service as is appropriate to the faculty member’s institution, school or college, and department, and responsibilities” (USG BOR 8.3.5.1).

In accordance with this requirement, the FEA Task Force makes the following recommendations:

1. The evaluation of student success activities will be integrated across the evaluation of faculty in instruction, research/scholarship, and service rather than be a stand-alone category for the purposes of evaluation.
2. The [AU Student Success Activities Guidance Document](#) will serve as a formal guidance document for developing institutional and unit policies for faculty evaluation. Please note the following key points:
  - A definition of student success is provided to create a foundation for the definition of student success activities.
  - A definition of student success activities is presented. It is recommended that this definition be incorporated into all institutional level faculty evaluation policies (annual evaluation, pre-tenure, tenure, post-tenure, and promotion).

*For the purposes of the AU Faculty Evaluation System, student success activities (SSA) is a comprehensive term for those faculty activities whose purpose is to 1) enhance student learning and engagement for the learner through continuous improvement of the learning environment, and/or 2) position the learner to be successful in achieving their short-term and long-term academic, career, and personal growth goals. Faculty support student success through in and out of class efforts. Involvement in SSA is included within the faculty member’s allocation of effort in the workload categories of teaching, research / scholarship / creative work, service, and administration, as applicable. The inclusion of SSA is appropriate for learners at all levels (e.g., undergraduate, graduate, and professional students and trainees). [NOTE: Definitions for the workload categories are found in the [Institutional Framework for Faculty Workload](#)].*

- It is recommended that all institutional and unit policies be required to include criteria and metrics related to student success activities, as appropriate to the unit level and to the discipline and/or profession represented by the unit.
3. The [AU Student Success Activities Examples Document](#) will serve as an informal reference document that provides examples of activities and metrics for units to consider as they develop their specific policies - it is not intended to be a prescriptive document. The document and its content will be housed on the AU Faculty Evaluation web page.

**Feedback and Next Steps:** Feedback regarding these recommendations can be submitted through the [Student Success Activities Feedback Form](#). Feedback is due by Wednesday, April 27. Feedback will be compiled and shared with the Task Force. A final document will be presented to the AUFS on May 2 for endorsement and recommendation to the Provost.

More information (including access to files and the feedback form) can be found at <https://my.augusta.edu/faculty-workload/evaluation.php>.