

**Samples of Individual Faculty Member's Assessment of Research Through
Annual Evaluations, Professional Development Plans and Year End Self
Evaluations**

Faculty Member #1: **Eva Dodd-Walker – SCOB –Hired January 1, 2006**

Stated Research/Scholarly Outcomes:

After orientation as to expectations of faculty in regards to teaching, research & creative work, and service, Dr. Dodd-Walker set three research goals as high priority for the 2007-08 academic year: 1) have at least 1 paper accepted at a professional/scholarly conference; 2) attend at least 1 professional/scholarly conference; and 3) serve as a reviewer for at least one professional/scholarly conference. (Professional Development Plan – 2007-08).

Assessment of Stated Outcomes:

In her 2007-08 academic year Year-End Self Evaluation, Dr. Dodd-Walker reported that she had achieved each of her stated research goals for the year. She had presented a paper at the Troy University Business Research Symposium (Goal #1); She had attended the Troy University Business Research Symposium to accomplish goal #2; and served as a reviewer for the Strategy Division of the Troy University Business Research Symposium to accomplish goal #3. Dr. Hank Findley, her supervisor, upon review of her self-evaluation, remarked that she “needs a professional conference-presentation/proceeding beyond Troy Symposium”.

Improvement of Outcomes:

Dr. Dodd-Walker submitted a paper which was accepted for publication and presentation at a national conference during the 2008-09 academic year.

Faculty Member #2: **Fred Green – CHHS – hired August 1, 2004**

Assessment of Stated Outcomes:

Dr. Lance Tatum reviewed the research activities of Dr. Green following the 2005-2006 academic year. Dr. Green had two professional presentations before learned societies, but no publications. Dr. Tatum encouraged Dr. Green “to continue in development of publishable material, submission of peer-reviewed presentations, and attendance at professional conferences.” (Supervisor's Review – 2005-06)

Stated Research/Scholarly Outcomes:

Dr. Green, therefore, in his 2006-07 Professional Development Plan, stated as a scholarly goal “have at least one article published in a referred sport and fitness management journal”. (PDP, 2006-07, #4)

Improvement of Outcomes:

In the 2007-08 overall evaluation of the scholarly activities of Dr. Green, department chair Dr. Howard-Shaughnessy was able to report that Dr. Green had

“submitted three articles for publication during the 2006-07 academic year and continues to collaborate with colleagues for further publications and presentations. Of the three articles submitted, one article has been published, and one article is pending.” (Supervisor’s Review, 2006-07).

Faculty Member #3: --Dr. Jan Oliver –COE –Hired August 2000

Assessment of Outcomes:

In the 2006 Tenure and Promotion Review Process, Dr. Jan Oliver was granted tenure, but denied promotion due to the committee’s opinion that she had insufficient levels of scholarly publications and presentations.

Stated Research/Scholarly Outcomes:

Dr. Jan Oliver as part of her Scholarly goals listed in her 2006-07 PDP that she hoped to “co-author a textbook to be custom published for use in the elementary methods courses.” She also wanted to “work toward creating instruction manuals for use with ‘E-Diorama’”. (2006-07 PDP)

Improvement of Outcomes:

Accomplishments listed in Dr. Oliver’s Supervisor Review for 2006-07 included co-authoring a resource manual entitled *Clips from the Classroom* published in 2006 and co-authoring a paper entitled *E-Diorama in the Classroom* which she presented at a professional conference in February 2007.

Faculty Member #4: Jiling Zhong –A&S – Hired August 2005

Assessment of Stated Outcomes:

In the Supervisor’s overall evaluation of Dr. Zhong’s scholarly activities, he was commended for completing his Ph.D. in Computer Science from Georgia State University and for publishing one refereed article.

Stated Research/Scholarly Outcomes:

Dr. Zhong stated as goals for scholarly & Creative activities to “submit in the field of Networking to a national or international conference” and to “attend a professional conference in Computer Science.” (Professional Development Plan – 2006-07).

Improvement of Outcomes:

In the Year-End Self evaluation, Dr. Zhong had not only submitted, but had two papers accepted for presentation at national computer science conferences. He also was a reviewer of articles submitted to EURASIP Journal and to PIMRC.