



*The UNIVERSITY of OKLAHOMA*  
*Office of the Senior Vice President and Provost*

MEMORANDUM

To: Deans, Associate Deans, Directors and Chairs – Norman Campus

From: André-Denis Wright  
Senior Vice President and Provost

Date: March 27, 2023

Subject: Annual Faculty Performance Evaluations

Faculty annual evaluations are central to our achievements as an institution and our ability to accomplish the goals of the *Lead On* strategic plan. Although we altered our evaluation system for 2020 and 2021 due to the pandemic, for the 2022 process we returned to numerical ratings and the Summary Report of Annual Evaluation as used prior to the pandemic.

Starting with the evaluation of faculty activities for the **2023 calendar** year, we will no longer include decimals when assigning scores within the individual areas within the distribution of effort (Teaching, Research and Creative Activity, and Service). Composite scores may include one decimal point. The revised Summary Report of Annual Evaluation to be used for the evaluation of faculty activities for the 2023 calendar year is attached.

Assigned scores will reflect the following terms:

**Individual Area Scores**

5 Outstanding  
4 Exceeds Expectations  
3 Meets Expectations  
2 Does not meet Expectations  
1 Unacceptable

**Composite Scores**

5.0 Outstanding  
4.0-4.9 Exceeds Expectations  
3.0-3.9 Meets Expectations  
2.0-2.9 Does not meet Expectations  
1.0-1.9 Unacceptable

Unit leadership are to work with their faculty to make any revisions to the unit's annual evaluation criteria that may be warranted due to this change.

If you have questions about changes in assigning numerical ratings, please contact Vice Provost for Faculty Sarah Ellis at [sjr@ou.edu](mailto:sjr@ou.edu).

Attachments

cc: Joseph Harroz, Jr., President  
Dave Hambright, Faculty Senate Chair  
Sarah Ellis, Vice Provost for Faculty