

**Lakeland Community College**

POLICY TITLE:	FACULTY ANNUAL PERFORMANCE EVALUATION
POLICY NO:	3354-2-21-06
ORIGINALLY APPROVED DATE:	10/31/25
REVISED DATE:	N/A
EFFECTIVE DATE:	10/31/25
NEXT REVIEW DATE:	10/2030
RELATED PROCEDURE:	TBD
RESPONSIBLE OFFICE(S):	OFFICE OF THE PROVOST
APPROVED BY:	BOARD OF TRUSTEES

- A. Under the Advance Ohio Higher Education Act adopted on March 28, 2025, and pursuant to Section 3345.452 of the Ohio Revised Code, this policy establishes faculty annual performance evaluation at Lakeland Community College to meet all of the following requirements:
1. The evaluation is comprehensive and includes standardized, objective, and measurable performance metrics.
  2. The evaluation includes an assessment of performance for each of the following areas that the faculty member has spent at least five percent of their annual work time on over the preceding year:
    - a. Teaching.
    - b. Research.
    - c. Service.
    - d. Clinical care.
    - e. Administration.
    - f. Other categories as determined by the College.
  3. The evaluation includes a summary assessment of the performance areas listed in A.2 above including the parameters “exceeds performance expectations,” “meets performance expectations,” or “does not meet performance expectations.”
  4. Student evaluations conducted pursuant to Section 3345.451 of the ORC account for at least twenty-five percent of the teaching component of the evaluation.
  5. The evaluation establishes a projected work distribution for the faculty member for the next year which shall be used during next year’s evaluation. The distribution shall be compliant with the College’s established workload policies adopted under Section 3345.45 of the ORC and shall receive approval from the Dean or the equivalent.
- B. The evaluations shall be conducted by the department chairperson or equivalent administrator, reviewed and approved or disapproved by the Dean, and submitted to the Provost for review. If there is disagreement between the chairperson and the dean, the Provost shall have the final decision authority.

C. The College shall establish procedures to execute this policy in accordance with the Sections A and B above.