

**Faculty Annual Performance Assessment
Standard 7: Extended Career/Professional Goals**

Extended goals are intended to assist faculty to continue moving forward and developing additional skills in order to promote ongoing professional growth and development throughout their career. Extended goals are those goals that could be considered long term, with an anticipated completion time frame ranging from 2-3 years or 3-5 years. Unlike yearly goals which tend to be conservative and are expected to be met, extended goals provide the opportunity for faculty members to challenge themselves and document exceptional performance, above and beyond the minimum job requirements. Thus, **extended goals are not weighted, and will not affect the overall faculty appraisal score.**

Note that at least one goal should be stated for each category that is included in the faculty member's duties/responsibilities. Faculty should consult with their Chair/Program Director if they have questions regarding the categories that apply to them. Multiple goals may be included; however, it is not required to have more than one goal per category. For each goal, the following information should be provided:

- **Skills to be acquired.** For examples of skills to be acquired, please reference Section VIII of the CHP Promotion and Tenure Guidelines, which provides examples of excellence and significant achievement in each area.
- **Resources Needed:** Identify the necessary resources required in order to achieve the goal. These resources include support, such as financial, time, or other services by the department and/or college.
- **Action Steps:** Identify the plan of action in order to achieve the goal. This includes receiving training, mentoring, or other opportunities.
- **Estimate Timeline:** Provide the anticipated start and completion dates.
- **Identified Challenges:** Provide details into any challenges or barriers that may interfere with achieving this goal.
- **Progress.** Each year, Department Chair and faculty member will evaluate the progress toward and identify any challenges involved in achieving the extended goals.

7.1 – Extended Teaching Goals

7.1.1 List Goals
Skills/Knowledge to be Acquired
Resources Needed
Action Steps to achieve Goal
Estimated Timeline (anticipated start and completion dates)
Identified Challenges
Progress

7.2 – Extended Scholarship Goals

7.2.1 List Goals
Skills/Knowledge to be Acquired
Resources Needed
Action Steps to achieve Goal (training or other opportunities)
Estimated Timeline (anticipated start and completion dates)
Identified Challenges
Progress

7.3 – Extended Service Goals

7.3.1 List Goals
Skills/Knowledge to be Acquired
Resources Needed
Action Steps to achieve Goal (training or other opportunities)
Estimated Timeline (anticipated start and completion dates)
Identified Challenges
Progress

7.4 – Extended Professional Development Goals

7.4.1 List Goals
Skills/Knowledge to be Acquired
Resources Needed
Action Steps to achieve Goal (training or other opportunities)
Estimated Timeline (anticipated start and completion dates)
Identified Challenges
Progress

Mentorship Plan (Optional)

Name of Mentor: _____ Mentor's Department, Institution, etc.:

Mentor's Credentials, Qualifications, etc. (Rationale for Selecting the Mentor):

Mentorship Goals and Objectives (Brief Description)

I agree to the weights and goals above.

Faculty Member

Department Chair/Program Director

Signature

Signature

Date

Date