



SCHOOL OF MATHEMATICAL AND STATISTICAL SCIENCES
THE UNIVERSITY OF TEXAS RIO GRANDE VALLEY

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Dear Colleagues,

The Annual Evaluation Committee applied legacy criteria to determine your overall rating as follows

Edinburg Legacy Criteria

We determined your scores in accordance to the document: “Department of Mathematics Annual Faculty Evaluation Criteria, Processes, and Guidelines”. These scores were then mapped into an overall rating as follows:

Tenured or tenure-track faculty	
[3.2, 4.0]	Exceeds Expectations
[2.0, 3.2]	Meets Expectations
[0.5, 2.0]	Fails to Meet Expectations
[0.0, 0.5]	Unsatisfactory
Lecturers and Senior Lecturers	
[2.0, 4.0]	Exceeds Expectations
[1.0, 2.0]	Meets Expectations
[0.5, 1.0]	Fails to Meet Expectations
[0.0, 0.5]	Unsatisfactory

This scale was part of a revised version of the Department’s Annual Evaluation document that was approved by a majority vote of tenured and tenure-track faculty during the Spring 2014 semester and was submitted for approval to the higher administration. The current departmental Annual Evaluation document predates the new UT System policies and does not specify any criteria for determining the overall evaluation category.

Brownsville Legacy Criteria

The overall rating was obtained by calculating the average of scores for three categories for Tenured and Tenure-Track faculty: Teaching Effectiveness, Professional Achievement, and Professional Service. For each category the score was a number from 0 to 5. For obtaining score for each category the UTB CSMT Personnel Standards and Expectations were used. The score 3.0 (and above) means that a significant part of Level 1 expectations was fulfilled. The score 4.0 (and above) means that a significant part of Level 2 expectations was fulfilled. The score 5.0 means that a significant part of Level 3 expectations was fulfilled. The overall score was obtained by averaging the three category scores with 4.0 being the lowest upper bound.

For Lecturers only the score for Teaching Effectiveness was calculated. The other two categories, while being non-mandatory for UTB lecturers, can bring up to 1.0 additional points each. The overall score was obtained

by adding up the score for Teaching Effectiveness and additional points from the other categories.

If the resulting average for Tenured or Tenure Track faculty or sum for Lecturers was larger than 4.0, then the final score is 4.0. The following scale was used to obtain the evaluation category using your score as a number from 0 to 4:

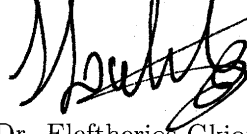
[3.8, 4.0]	Exceeds Expectations
[2.7, 3.8)	Meets Expectations
[1.0, 2.7)	Fails to Meet Expectations
[0, 1.0)	Unsatisfactory

The Brownsville legacy criteria predate the new UT System policies and do not specify any criteria for determining the overall evaluation category.

Appeals

You have the right to appeal our review within a period of 10 working days. Submit your appeal to Eleftherios Gkioulekas (for Edinburg criteria) or Eleftherios Gkioulekas and Oleg Musin (for Brownsville criteria). Include a self-evaluation explaining your score calculations in all categories in your appeal statement.

Yours sincerely,



Dr. Eleftherios Gkioulekas