INSTRUCTIONAL FACULTY-POSTSECONDARY

ISMP GOAL 1: RETENTION AND COMPLETION (80%)

As you collect evidence for this goal, please provide a reflection narrative at the end of this section that addresses this question: How do these various elements collectively tie with your work performance under this goal?

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
Content	Faculty member must meet the	In addition to meeting the criteria for	In addition to meeting the	In addition to meeting the
Expertise	following criteria:	Satisfactory, the Faculty does the	criteria for Satisfactory, the	criteria for Satisfactory, the
(5%)		following:	Faculty does the following:	Faculty does the following:
(May not	1. Maintains current information	Receives or maintains an additional	Receives or maintains two (2)	Receives or maintains three (3)
apply to Non-	in the field.	license or certification related to the	licenses or certifications related	licenses or certifications related
CTE faculty)	2. Maintains certification or	field but not required for a	to the field but not required for a	to the field not required for a
	licensure as a requirement of	satisfactory rating including teacher	satisfactory rating including	satisfactory rating including
	the position.	certification, such as National	teacher certification, such as	teacher certification, such as
		Teacher Exam or Guam	National Teacher Exam or Guam	National Teacher Exam or Guam
		Certification.	Certification.	Certification.
	NEEDS IMPROVEMENT ()			
Instructional	In observation of classroom	In addition to meeting the criteria for	In addition to meeting the	In addition to meeting the
Delivery	activities (and, if relevant online	Satisfactory, the Faculty does one (1)	criteria for Satisfactory, the	criteria for Satisfactory, the
(40%)	interaction), faculty provides	of the following Delivery Options:	Faculty does two (2) of the	Faculty does three (3) of the
For this	evidence of the following: (i.e.	(i.e. Record of classroom observation	following Delivery Options: (i.e.	following Delivery Options: (i.e.
element see	Record of classroom observation	and syllabi)	Record of classroom observation	Record of classroom observation
the evaluation	and syllabi except #8)		and syllabi)	and syllabi)
form for the	1. Communicates purpose and	1. Demonstrates superior	1. Demonstrates superior	1. Demonstrates superior
percentage	objectives of lesson clearly and	knowledge of current teaching	knowledge of current	knowledge of current
options	effectively.	methodology and applies it in	teaching methodology and	teaching methodology and
related to	2. Shows respect for students.	ways that stimulate independent	applies it in ways that	applies it in ways that
Delivery &	3. Includes a range of activities	learning in the students.	stimulate independent	stimulate independent
Student	appropriate to the course.		learning in the students.	learning in the students.
Survey	4. Effectively paces activities.	2. Presents in a professional, clear,	2. Presents in a professional,	2. Presents in a professional,
(IDEA).	5. Encourages student	and eloquent way. In addition,	clear, and eloquent way. In	clear, and eloquent way. In
	involvement through questions,	delivery is stimulating and	addition, delivery is	addition, delivery is
	class activities, discussions,	dynamic.	stimulating and dynamic.	stimulating and dynamic.
	and/or group work.	3. Builds the lesson utilizing	3. Builds the lesson utilizing	3. Builds the lesson utilizing
	6. Uses techniques that reflect	previous lessons to heighten	previous lessons to heighten	previous lessons to heighten
	awareness of individual	students' learning of the material,	students' learning of the	students' learning of the
	differences and learning styles.	and is very well organized.	material, and is very well	material, and is very well
	7. Maintains adequate control of		organized.	organized.
	the classroom environment and			

Faculty Evaluation Rubric

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
	 keeps students on task. 8. Submits course syllabi to the Department Chair prior to the first day of class in the institution's approved format. 9. Ensures syllabus and/or course documents reflect the use of educational resources as identified in the course guide. 10. Uses updated multiple assessment strategies / tools. 11. Places attention in syllabus to professional standards, student learning outcomes, and course goals. 	 Appears to have built a strong classroom environment of collegiality and respect. 	4. Appears to have built a strong classroom environment of collegiality and respect.	 Appears to have built a strong classroom environment of collegiality and respect.
	NEEDS IMPROVEMENT ()			
Course Management (20%)	Faculty member must meet the following criteria:	In addition to meeting the criteria for <i>Satisfactory</i> , the faculty does one (1) of the following:	In addition to meeting the criteria for <i>Satisfactory</i> , the faculty does two (2) of the following:	In addition to meeting the criteria for <i>Satisfactory</i> , the faculty does three (3) of the following:
	 Provides the students with a course syllabus. Follows course guides including prescribed resources. Maintains approved class meeting times, duration, and location. Makes every effort to return graded tests within one week. When requested or required, provide an individual student intra-term progress report in a timely manner. Submits grades in accordance with the Academic Calendar. Maintains accurate records to document student attendance. 	 Provides opportunities for students to apply curriculum in an external environment. Directs and/or provides tutorial sessions outside office hours and classroom time. Directs/coaches competitive teams and/or publicly showcases student mastery of SLOs to an external audience. Identifies web-enhanced activities and/or materials for use in classes to improve student learning (consistent with institutional and FERPA guidelines). 	 Provides opportunities for students to apply curriculum in an external environment. Directs and/or provides tutorial sessions outside office hours and classroom time. Directs/coaches competitive teams and/or publicly showcases student mastery of SLOs to an external audience. Incorporates web-enhanced activities and/or materials for use in classes to improve student learning (consistent with institutional and FERPA guidelines). 	 Provides opportunities for students to apply curriculum in an external environment. Directs and/or provides tutorial sessions outside office hours and classroom time. Directs/coaches competitive teams and/or publicly showcases student mastery of SLOs to an external audience. Assesses the effectiveness of web-enhanced activities and/or materials for use in classes to improve student learning (consistent with institutional and FERPA guidelines).

Faculty Evaluation Rubric

Instructional Faculty-Postsecondary Page **2** of **11**

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
	9. Maintains inventory of	5. Participates actively in workforce	5. Participates actively in	5. Participates actively in
	equipment as applicable.	advisory committee meetings.	workforce advisory	workforce advisory
			committee meetings.	committee meetings.
		6. Submits a substantive revision of	6. Submits a substantive revision	
		a course in line with department	of a course in line with	revisions of at least two (2)
		strategic plan.	department strategic plan.	courses in line with
				department strategic plan.
		7. In line with the department	7. In line with the department	7. In line with the department
		strategic plan, develops and has	strategic plan, develops and	strategic plan, develop and
		approved a new course using the	has approved a new course	have approved two new
		approved procedures for textbook	using the approved	courses using the approved
		selection.	procedures for textbook	procedures for textbook
			selection.	selection.
		8. With written approval from the	8. With written approval from	8. With written approval from
		AVP, develops an online course	the AVP, develops an online	the AVP, develops an online
		consistent with institutional and	course consistent with	course consistent with
		FERPA guidelines.	institutional and FERPA	institutional and FERPA
			guidelines.	guidelines.
		9. FOR NON-CTE FACULTY	9. FOR NON-CTE	9. FOR NON-CTE
		ONLY: Implements general	FACULTY ONLY:	FACULTY ONLY:
		education recommendations from	Implements general	Implements general
		an advisory committee.	education recommendations	education recommendations
			from an advisory committee.	from an advisory committee.
		10. FOR NON-CTE FACULTY	10. FOR NON-CTE	10. FOR NON-CTE
		ONLY: Provides an advisory	FACULTY ONLY:	FACULTY ONLY:
		committee / department with	Provides an advisory	Provides an advisory
		general education related data /	committee / department with	committee / department with
		expertise to enhance students'	general education related	general education related
		career readiness.	data / expertise to enhance	data / expertise to enhance
			students' career readiness.	students' career readiness.
	NEEDS IMPROVEMENT ()			
Institutional	Completes data			In addition to meeting the
Assessment	collection/submission assignments			criteria for Satisfactory,
(20%)	for each semester for program			completes all other assigned
	and/or course assessment, as			assessment tasks for each
	confirmed in the assessment			semester for program and/or
	compliance matrix for the			course assessment, adhering to
	academic year (released in the			deadlines as specified in the
Faculty Evalua	• • • •		Ţ	nstructional Faculty-Postsecondary

Faculty Evaluation Rubric

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
	spring).			institutional assessment cycle schedule.
	NEEDS IMPROVEMENT ()			
Enrollment Management (5%)	Faculty member must meet the following criteria:	In addition to meeting the criteria for <i>Satisfactory</i> , the faculty does one (1) of the following:	In addition to meeting the criteria for <i>Satisfactory</i> , the faculty does two (2) of the following: (Multiple items may be used to satisfy the requirements for the two (2), provided they are identifiably different.)	In addition to meeting the criteria for <i>Satisfactory</i> , the faculty does three (3) of the following: (Multiple items may be used to satisfy the requirements for the three (3), provided they are identifiably different.)
	 Upon initial advisement, develops student's educational plan for declared students in accordance with the 	1. Co-develops students' individual educational plan toward program completion or declaration.	 Co-develops students' individual educational plan toward program completion or declaration. 	 Co-develops students' individual educational plan for transfer toward program completion or declaration.
	departmental strategic plan for curriculum.2. Participates in formal student academic advisement.	2. Takes an active (initial and follow up) role in job placement by linking the student to employer.	2. Takes an active (initial and follow up) role in job placement by linking the student to employer.	2. Takes an active (initial and follow up) role in job placement by linking the student to employer.
	3. Maintains office hours.	3. Creates a local employment directory of occupations for program majors.	3. Creates a local employment directory of occupations for program majors.	3. Creates a local employment directory of occupations for program majors.
		4. Co-develops students' individual educational plan for transfer to a four-year institution.	4. Co-develops students' individual educational plan for transfer to a four-year institution.	4. Co-develops students' individual educational plan for transfer and secures enrollment to a four-year institution.
		5. Participates in an institution recognized student mentoring program such as Project AIM.	5. Participates in an institution recognized student mentoring program such as Project AIM.	5. Participates in an institution recognized student mentoring program such as Project AIM.
		 Assists assigned undeclared students complete Student Advising Form. 	6. Assists undeclared students complete the Application for Admissions as a Declared Student Form.	
	NEEDS IMPROVEMENT ()			

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
Professional	Faculty member must meet the	In addition to meeting the criteria for <i>Satisfactory</i> , the faculty does the	In addition to meeting the	In addition to meeting the
Development/ Scholarly Activity/	following criteria:	following:	criteria for <i>Satisfactory</i> , the faculty does the following:	criteria for <i>Satisfactory</i> , the faculty does the following:
Creative Endeavors (5- 10%) (CEUs are recognized as defined in the faculty job specifications)	 For non-degreed faculty, completes a three credit course necessary for promotion or advancement. For degreed faculty, participates in one discipline or education area professional development activity or 	For Non-Degreed Faculty: Completes one (1) credited course in addition to the course required for satisfactory necessary for advancement in rank.	For Non-Degreed Faculty: Completes two (2) credited courses required in addition to the course necessary for advancement in rank.	For Non-Degreed Faculty: Completes degree in educational area; Or, Completes three (3) credited courses in addition to the course necessary for advancement in rank.
	credited course.3. Participates in the institution's mentoring program (as a	For Degreed Faculty: Completes one (1) of the following:	For Degreed Faculty: Completes two (2) of the following:	For Degreed Faculty: Completes three (3) of the following:
	mentee for the first 2 years as a permanent faculty).	 Completes a credited course necessary for growth in the field of study, related area, professional education, or instructional technology. 	1. Completes a credited course necessary for growth in the field of study, related area, professional education, or instructional technology. In this area, each course will equal one of the combination and two (2) courses may be used to satisfy the requirement for the two (2).	1. Completes a credited course necessary for growth in the field of study, related area, professional education, or instructional technology. In this area, each course will equal one of the combination and three (3) courses may be used to satisfy the requirement for the three (3).
		2. Participates in one (1) additional discipline, technology, or education area professional development activity.	 Develops strategies from discipline, technology, or education area professional development activity. 	2. Implements strategies from discipline, technology, or education area professional development activity. In this area each activity will equal one of the combination and three (3) activities may be used to satisfy the requirement for the three (3).
		3. Participates in peer evaluation (formal/informal) of professional effectiveness (as a mentor).	3. Participates in peer evaluation (formal/informal) of professional effectiveness (as a mentor).	3. Participates in peer evaluation (formal/informal) of professional effectiveness (as a mentor).

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
		4. Maintains membership in one (1) professional organization and attends at least one (1) professional meeting.	4. Holds an office/position in a professional organization.	4. Holds an office/position in a professional organization.
		5. Publishes a non-refereed article (external source).	5. Publishes an article for a refereed publication (external source).	 Publishes a book in his or her discipline or educational field.
		 Submits an article for refereed publication. 	6. Presents at a regional, national, or international conference. In this area, multiple conferences may be used to satisfy the requirements for the two (2), provided they are identifiably different.	 Completes terminal degree in discipline or Education.
		7. Presents at a local, regional, national, or international conference.	 Creates and maintains a discipline specific, scholarly website. Waiver liability for website must be obtained from the Academic Vice President (in line with academic freedom). 	 Publishes two articles for refereed publication (external source).
		8. Creates and maintains a discipline specific, scholarly website. Waiver liability for website must be obtained from the Academic Vice President (in line with academic freedom).	8. Completes formal research project, in accordance with institutional guidelines.	8. Presents at a regional, national, or international conference. (Multiple conferences may be used to satisfy the requirements for the three (3), provided they are identifiably different.)
		9. Completes formal research project, in accordance with institutional guidelines.	9. Receives national, regional, state, or local award.	 Creates and maintains a discipline specific, scholarly website. Waiver liability for website must be obtained from the Academic Vice President (in line with academic freedom).
		10. Receives national, international, regional, state, or local award.	10. Receives and/or manages awarded grants or program agreements.	10. Completes formal research project, in accordance with institutional guidelines,

Faculty Evaluation Rubric

Instructional Faculty-Postsecondary Page 6 of 11

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
				resulting in publication.
		11. Applies for grants or program	11. Develops three (3) new	11. Receives national, regional,
		agreements.	professional development	state, or local award.
		12. Develops two (2) new	courses through continuing	12. Receives and/or manages
		professional development courses	education.	grants or program
		through continuing education.		agreements.
				13. Develops four (4) new
				professional development
				courses through continuing
	NEEDS IMPROVEMENT ()			education.
Institutional	Faculty member must meet the	In addition to meeting the criteria for	In addition to meeting the	In addition to meeting the
Involvement	following criteria:	<i>Satisfactory</i> , the faculty does one (1)	criteria for <i>Satisfactory</i> , the	criteria for <i>Satisfactory</i> , the
(0-5%)	Tonowing enterna.	or more of the following:	faculty does two (2) or more of	faculty attends commencement
(0,0,0)			the following:	in regalia (or participates in
				optional commencement related
				activities as approved by his/her
				Dean) and does three (3) or more
				of the following:
	1. For all postsecondary faculty	1. For all faculty that a committee is	1. For all faculty that a	1. For all faculty that a
	who choose to have committee	not part of their full time	committee is not part of their	committee is not part of their
	work as part of their workload	workload, serves on one (1)	full time workload, serves on	full time workload, serves on
	per Article XVIII and Article XX, serves on one (1)	institutional committee (Article VII, Participatory Governance or	one (1) institutional committee (Article VII,	one (1) institutional committee (Article VII,
	institutional committee (Article	serves on Faculty Senate.	Participatory Governance or	Participatory Governance or
	VII, Participatory Governance	serves on racuity senate.	serves on Faculty Senate.	serves on Faculty Senate.
	or serves on Faculty Senate).	2. For all postsecondary faculty who	2. For all faculty that a	2. For all faculty that a
	2. Serves as an advisor to a	choose to have committee work	committee is not part of their	committee is not part of their
	student organization (for	as part of their workload per	full time workload, serves on	full time workload, serves on
	professorial ranks). For these	Article XVIII and Article XX,	a second institutional	a second institutional
	activities, extra effort in one	serves on a second institutional	committee or Faculty Senate.	committee or serves on
	area may compensate for	committee.		Faculty Senate.
		3. Participates and assists in a	3. Serves in a leadership role in	3. Serves in a leadership role on
	Faculty member and evaluator	significant institutional event.	any of the following: Faculty	any of the following: Faculty
	will agree on appropriate		Senate President or Chair of	Senate President or Chair of
	combination of activities.		the following: CCA, LOC,	the following: CCA, LOC,
			General Education, CTC, Promotions, PDRC,	General Education, CTC, Promotions, PDRC,
			Standards 1, 2, 3, or 4.	Standards 1, 2, 3, or 4
	<u> </u>		Stalluarus 1, 2, 3, 01 4.	Statuarus 1, 2, 3, 01 4

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ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
				(except for associate professor and professor rank).
		 Serves as an advisor for a student activity. 	4. For all postsecondary faculty who choose to have committee work as part of their workload per Article XVIII and Article XX, serves on a second institutional committee.	4. For all postsecondary faculty who choose to have committee work as part of their workload per Article XVIII and Article XX, serves on a second institutional committee.
		5. For non-professorial ranks, serves as an advisor to a student organization.	5. As a member assists with a special program, project, contest, taskforce, or similar activities.	5. Chairs special program, project, contest, taskforce, or similar activities.
		6. Demonstrates volunteer efforts for departmental or institutional improvement during the academic year.	6. Chairs or co-chairs a significant institutional event.	6. Chairs or co-chairs a significant institutional event.
		7. Applies for a grant or program agreement.	7. Serves as an advisor for a student activity.	7. Serves as an advisor for a student activity.
			8. For non-professorial ranks, serves as an advisor to a student organization.	8. For non-professorial ranks, serves as an advisor to a student organization.
			9. Demonstrates volunteer efforts for departmental or institutional improvement during the academic year.	9. Demonstrates volunteer efforts for departmental or institutional improvement during the academic year.
			10. Receives and/or manages grant or program agreement.	10. Receives and/or manages grant or program agreement.
	NEEDS IMPROVEMENT ()			

ISMP GOAL 2: CONDUCIVE LEARNING ENVIRONMENT (5-10%)

As you collect evidence for this goal, please provide a reflection narrative at the end of this section that addresses this question: How do these various elements collectively tie with your work performance under this goal?

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
Professional	Faculty member must meet the	In addition to meeting the criteria	In addition to meeting the criteria	In addition to meeting the criteria
Standards	following criteria:	for Satisfactory, the faculty does	for <i>Satisfactory</i> , the faculty attends	for <i>Satisfactory</i> , the faculty attends
(100%)		one (1) or more of the following:	commencement in regalia (or	commencement in regalia (or
			participates in optional	participates in optional
			commencement related activities	commencement related activities
			as approved by his/her Dean) and	as approved by his/her Dean) and
			does two (2) or more of the	does three (3) or more of the
			following:	following:
	1. Is able to deal with changing	1. Participates and assists in a	1. Chairs or co-chairs a	1. Chairs or co-chairs a
	situations (i.e., natural	significant institutional event.	significant institutional event.	significant institutional event.
	disasters, classroom changes,	2. Holds responsibility for	2. Holds responsibility for	2. Holds responsibility for
	school moves, etc.).	maintaining special facilities.	maintaining special facilities.	maintaining special facilities.
	2. Is helpful in preventing and	3. Serves as an advisor for a	3. Serves as an advisor for a	3. Serves as an advisor for a
	resolving conflicts.	student activity.	student activity.	student activity.
	3. Demonstrates willingness to	4. Demonstrates volunteer	4. For non-professorial ranks,	4. For non-professorial ranks,
	receive constructive criticism	efforts for departmental or	serves as an advisor to a	serves as an advisor to a
	and modify performance	institutional improvement	student organization.	student organization.
	accordingly.	during the academic year.		
	4. Interacts with the public,	5. Applies for a grant or program	5. Demonstrates volunteer efforts	5. Demonstrates volunteer efforts
	clients of services, and students	agreement.	for departmental or	for departmental or
	of the College in a friendly and		institutional improvement	institutional improvement
	cooperative manner.		during the academic year.	during the academic year.
			6. Receives and/or manages grant	6. Receives and/or manages grant
			or program agreement.	or program agreement.
	NEEDS IMPROVEMENT ()			

ISMP GOAL 3: IMPROVEMENT AND ACCOUNTABILITY (5-10%)

As you collect evidence for this goal, please provide a reflection narrative at the end of this section that addresses this question: How do these various elements collectively tie with your work performance under this goal?

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
Institutional	Faculty member must meet the	In addition to meeting the criteria	In addition to meeting the criteria	In addition to meeting the criteria
Involvement	following criteria:	for <i>Satisfactory</i> , the faculty must	for Satisfactory, the faculty must	for <i>Satisfactory</i> , the faculty must
(100%)		meet one (1) of the following:	meet two (2) or more of the	meet three (3) or more the
			following: (Multiple items may be	following: (Multiple items may be
			used to satisfy the requirements for	used to satisfy the requirements for
			the two (2), provided they are	the three (3), provided they are
			identifiably different.)	identifiably different.)
	1. Is aware of the goals and	1. The faculty demonstrates	1. The faculty demonstrates	1. The faculty demonstrates
	objectives for the academic	volunteer efforts for	volunteer efforts for	volunteer efforts for
	year through attendance at	departmental or institutional	departmental or institutional	departmental or institutional
	Convocation.	improvement during the	improvement during the	improvement during the
	2. Attends faculty meetings	academic year.	academic year.	academic year.
	scheduled by the College	2. Creates and maintains a	2. Creates and maintains a	2. Creates and maintains a
	President, Academic Vice	department/program	department/program	department/program
	President, or Faculty Senate	institutional webpage on	institutional webpage on	institutional webpage on
	President (as applicable), not to	MyGCC (must receive	MyGCC (must receive	MyGCC (must receive
	include Convocation.	approval from Dean and	approval from Dean and Office	approval from Dean and Office
	3. Participates in department	Office of Communications	of Communications and	of Communications and
	meetings.	and Promotions prior to	Promotions prior to	Promotions prior to
		implementation or changing).	implementation or changing).	implementation or changing).
	NEEDS IMPROVEMENT ()			

ISMP GOAL 4: VISIBILITY AND ENGAGEMENT (5-10%)

As you collect evidence for this goal, please provide a reflection narrative at the end of this section that addresses this question: How do these various elements collectively tie with your work performance under this goal?

ELEMENT	SATISFACTORY	STRONG	STELLAR	EXCEPTIONAL
Collaboration	Faculty member must choose one	Faculty member must choose two	Faculty member must choose three	Faculty member must choose four
and Outreach.	(1) of the following:	(2) or more of the following:	(3) or more of the following:	(4) or more of the following:
(100%)		(Multiple items may be used to	(Multiple items may be used to	(Multiple items may be used to
		satisfy the requirements for the	satisfy the requirements for the	satisfy the requirements for the
		two (2), provided they are	three (3), provided they are	four (4), provided they are
		identifiably different.)	identifiably different.)	identifiably different.)
	1. Collaborates with teachers and	1. Collaborates with teachers and	1. Collaborates with teachers and	1. Collaborates with teachers and
	other stakeholders in schools.	other stakeholders in schools.	other stakeholders in schools.	other stakeholders in schools.
	2. Consults with external entities	2. Consults with external entities	2. Consults with external entities	2. Consults with external entities
	and/or professionals.	and/or professionals.	and/or professionals.	and/or professionals.
	3. Judges contest in area of	3. Judges contest in area of	3. Judges contest in area of	3. Judges contest in area of
	expertise or as it relates to the	expertise or as it relates to the	expertise or as it relates to the	expertise or as it relates to the
	institution.	institution.	institution.	institution.
	4. Conducts workshops,	4. Conducts workshops,	4. Conducts workshops,	4. Conducts workshops,
	seminars, outreach programs	seminars, outreach programs	seminars, outreach programs	seminars, outreach programs
	and other events designed to	and other events designed to	and other events designed to	and other events designed to
	meet the needs of special	meet the needs of special	meet the needs of special	meet the needs of special
	segments of the community.	segments of the community.	segments of the community.	segments of the community.
	5. Voluntarily be involved in	5. Voluntarily be involved in	5. Voluntarily be involved in	5. Voluntarily be involved in
	community service in his/her	community service in his/her	community service in his/her	community service in his/her
	area of expertise or as it relates	area of expertise or as it relates	area of expertise or as it relates	area of expertise or as it relates
	to the institutional mission.	to the institutional mission.	to the institutional mission.	to the institutional mission.
	6. Makes significant professional	6. Makes significant professional	6. Makes significant professional	6. Makes significant professional
	contributions in community service which are relevant to	contributions in community	contributions in community	contributions in community
		service which are relevant to	service which are relevant to	service which are relevant to
	the mission of the College.	the mission of the College.	the mission of the College.	the mission of the College.
	7. Participates in one (1) or more additional promotions of GCC	7. Participates in one (1) or more	7. Participates in one (1) or more	7. Participates in one (1) or more
	A	additional promotions of GCC	additional promotions of GCC	additional promotions of GCC
	programs and recruitment of students.	programs and recruitment of	programs and recruitment of	programs and recruitment of
		students.	students.	students.
	NEEDS IMPROVEMENT ()			