### THE UNIVERSITY OF LOUISIANA AT LAFAYETTE

### **ANNUAL PERFORMANCE EVALUATION**

Name								Engineering Department Mechanical Workload Track 3 Evaluati						201	<u>6</u>		
Directions.	This is for evaluating	faculty m	embers in their	roles as edi	cators, univer	sity citizen	s, and members of a lea	ned professorate.	The evaluation is perfor	med by the departm	ent head/	unit dire	tor, in t	ne cont	ext of		
tne Faculty		e Faculty ponent	Handbook. In e	each relevant	area, the unit	head is to	rovide an evaluative commentary of activities; note areas of strong performance and those in need of im  Summary/Strengths/Recommendations										
The second name of the second	(formal credit course	A A LOUIS COURSE OF THE PARTY OF THE	er pedagogical	activities:	Activity Su	mmary:				CHE 201) Holds stud	ents to ver		ting Pe	cent	value		
Evidenced b materials, in	by achievement of lear nnovation, learning ter luation by students (SI	ning outo	comes e.g., clas es, level and typ	sroom e of classes		Activity Summary:  Teaches a required, work intensive, sophomore design course (MCHE 201). Holds students to very high level of expectations. The end of the semester design competition draws large crowds and is a high visibility event.  Despite being a research intensive faculty member, is a close second in terms of MCHE SSCH generated every year.							.75 4	0	1.9		
					Strengths/M	/eakness:	,,,						.,,	·	1.7		
developme	es cooperation and content e.g., fairness, effect	ive ment	oring.		Recommer	ndations:	Work with the departm associated administrati		ong term assistance with n.	MCHE 201 in order to	o lower the	e		:			
Research ar endeavors.	nd Scholarship (basic performances and/or	or applied	d research, crea	itive	Activity Su	mmary:	Published one refereed Published four confere	journal publicatio	n, has three under revie	w.							
	y peer review; e.g. pu			s, grants,				tudents and ment	ored numerous undergra	aduate research appro	entices	4	.2 5	o	2.1		
	es apt balance of inde				Strengths/W	/eakness:	Methodical, extraordin doesbut needs to get		d, extremely hard workin	g, and incredibly goo	d at what I	he					
e.g., respec	t for colleagues; ment	oring nev	v researchers ar	nd scholars.	Recommen	dations:		<del></del>	publications to at least tv	vo if not three per yea	ar.						
development advising) Ev recruitment	partment, college, or int, and professional or idenced by active engages, and organizational rect.	ganizatio agement esponsibil	ns, formal and i e.g., faculty me lities. Demonstr	informal ntoring,	Activity Su	Activity Summary:  Very good academic adviser  Mentors student teams and raises the necessary funding for several high profile competitions every year.  Is a sought after participant in recruiting activities, particularly recruiting of high performing HS students.								stud prof	0.25		
	d Student Life (if appli					Consistently serves as a session chair and reviewer in his area											
	e educational experie				Strengths/W	Strengths/Weakness:											
	isor to student organi			nent.		ecommendations: Keep up the good work.											
administrati	ion (Applicable only t ve appointments with	o faculty formal re	members with elease-time)		Activity Sur	nmary:											
tolerance of	effectively; creates su difference; implemen	ts consul	tive decision-m	nstrates aking;													
	init's goal-focused per				Strengths/W	eakness:											
Demonstrat effective co	es leadership, efficient mmunication, and me	t and effe ntoring.	ctive managem	ient,	Recommen	dations:											
Rating Scale 5 = Exceptio	to be used in conjun nal—distinction, extra	ction with	h college and/o productivity/pe	r departmen erformance b	tal rubrics) evond annual	expectation	ns				To	otals	1	00	4.45		
4 = Exceeds 3 = Meets ex 2 = Needs In	expectations—high quopersations—quality, provement—requiresectory performance—i	iality, per performa s improve	formance/prod nce/productivit ment in one or	luctivity that y can be stre more areas	can be sustain ngthened and	ed annuall sustained	v	Sally Uni	e M Chemy	5-	// -17 Date	R	ating	4.	.45		
Acknowledg	ment. My signature b	elow indi	cates that I hav	e seen this fo	orm after it ha	s been com	pleted by my unit	-									
head or dire I understand	ctor (including the rec I that I may submit, by	ommend the dead	ed merit catego Hine indicated i	ory) but does n the Admin	not imply my strative Calend	agreement dar, a writt	with this evaluation. en statement of any			6-2	27-17	7					
concerns ab before it is t	out or disagreements ransmitted to the dear	with this n.	evaluation and	that my stat	ement will be a	attached to	this evaluation form Dean Date						Rating 4.45				
/Ju/J	<b>&gt;</b>				5/11/17		Sain ( Danahar 91111)						4.4	(			
Faculty Men	iber	<del></del>			Date			Provost/VP for Academic Affa Date									

# UNIVERSITY OF LOUISIANA AT LAFAYETTE

#### ANNUAL PERFORMANCE EVALUATION

		T	I			· ·	ANNUAL PERFORMANCE EVALUATION							
Name	Joshua Vaughan	Clid	Jev9637	Rank	Assist. Prof.	College	Engineering	Department	Mechanical	Workload Track	3 Eval	uation Per	iod 2	01 <u>5</u>
Instruction	Component (formal credit courses and oth				<b>建制的</b>	\$450 GPV 670		Summary/Strengths//	ecommendation 200		ESSEM Circulation	ens Escare	et Laurenston	er I sysh out a
Evidenced t materials, in	by achievement of learning out	comes e	.g., classroom	25500	Activity Su	mmary:	Taught two courses	a semester as well as	two special topics cours	es.		Rating	Rercen	Value:
relations.	luation by students (SEI) and ot	hers, fa	culty/student		Strengths/W	/eakness:	Dr. Vaughan is an o design course, but t	Dr. Vaughan is an outstanding teacher. Students complain about the workload in the sophomore design course, but the outcomes are excellent and the content what is needed.						
uevelopmer	es cooperation and collaborati at e.g., fairness, effective ment	oring.		culum	Recommer	dations:								
endeavors, p	d Scholarship (basic or applied performances and/or related ac	ctivities)			Activity Sur	nmary:	Managed almost \$3 applications; publish	00,000 in grants in 201 led one RI and has two	15. Another \$50,000 per o under review; presente	nding. Submitted two	patent			
Evidenced be performance	y peer review; e.g. publications es;	, presen	tations, grant	s, [	Strengths/W	eakness:	Very productive rese					4.2	50	2.1
e.g., respect	es apt balance of independent a for colleagues; mentoring new	researc	hers and scho	ars.	Recommen	dations:	Increase published R	Us to 2 a year.						
Evidenced by	rising and Student Life (formal work that enhances the educa ,, advising, mentor, advisor to s	itional e	xneriences of		Activity Sun	nmary:	Advises over 50 unde Helps with E&T day a							
student enga	student engagement.					akness:	Very good student advising ratings. Undergraduate research assistants generally go on to graduate school. Dr. Vaughan is well organized, patient, and an excellent mentor.						5	.25
				Recommend	ations: Onwards!									
development,	artment, college, or university of and professional organization			Activity Sum		y: Session organizer for multiple conferences, regularly reviews papers for 5 excellent journals. Great outreach presence.								
and organizat	ionai responsibilities.						Does a great job.	5	5	.25				
Demonstrates	leadership e.g., cooperation, a	tive attitude.	-	. :										
Administratio	n MA			-	Recommend	commendations:								
													100	4.6
4 = Exceptiona 4 = Exceeds ex	Rating Scale (to be used in conjunction with college and/or departmental rubrics)  = Exceptional—distinction, extraordinary productivity/performance beyond annual expectation  = Exceeds expectations—high quality, performance/productivity that can be sustained annualications—supplies to the conference of the conferenc										Totals			
2 = Needs Impi 1 = Unsatisfact	rovement—requires improvem ory performance—requires sig	e/produ ent in o nificant	ctivity can be ne or more ar improvement	strength eas in one c	nened and su or more area:	istained an	dally Come Mc Commy 5-10-16						4.6	>
Acknowledgme nead or directo	ent. My signature below indicar r (including the recommended at I may submit, by the deadling	tes that	I have seen th	is form	after it has b	een compl	Department Head/Unit Dikector Date							
oncerns about	at I may submit, by the deadlin or disagreements with this evi smitted to the dean.	e indica aluation	ted in the Adi and that my	ninistrat tatemei	tive Calendar nt will be att	reement w r, a written ached to th	this evaluation form					4	1,4	_
A (	smitted to the dean.						Date					Rating		
aculty Membe	r			0/16			Navit Nanahar 3/16/17				4.4			
				Da	ite			Provost/VP for Academic Affairs Date				Rating		

### THE UNIVERSITY OF LOUISIANA AT LAFAYETTE

## **ANNUAL PERFORMANCE EVALUATION**

Name	Joshua E. Vaughan	Clid	jev9637	Rank	Assist. Prof.	College	e Engineerin	nø	Department	Mechanical	Workload Track	.	Evaluati	ion Perio	d 201	4
F 1976	Component			Summary/Strengths/Recommendations												
Instruction	(formal credit courses and ot	her peda	gogical activit	es;	Activity Summary	: Te	aches one (unp	oopular) ı	indergraduate	core course every se	emester, as well as t	vo or more	special	naung	rercent	value
materials, in	by achievement of learning ou nnovation, learning technolog	es, level	and type of cl		Strengths/Weakness	topics courses. Mentors three to eight undergraduate researchers every semester. He also advises multiple masters students and at least on Ph.D. student every semester/								5	60%	3.0
relations.	luation by students (SEI) and o	thers, fa	culty/student		anei Rupi Meakuez		teaching and c	i excellen commun	t teacner. He i icating with stu	is well organized and idents.	i makes full use of all	electronic	means			
10 000	tes cooperation and collabora nt e.g., fairness, effective men		urse and curri	culum	Recommendation							,				
endeavors, p	nd Scholarship (basic or appli performances and/or related	activities	)		Activity Summary	Pu	blished four RJs	s and and	other 6 confere	nother provisional pa ence presentations in as and travel funding	2014. In addition, g	ave three in	nvited	4.5	2504	4.42
performance	•				Strengths/Weakness	s: Ge	nerates a wide	variety o	of grant propos	sals. Is sought out by ents. Received a gra	researchers on cam	pus for part	ticipation	4.5	25%	1.12 55
	tes apt balance of independen t for colleagues; mentoring ne					tea	m to a compet	tition eve	nt.							
		·			Recommendation					k funding as PI on NS		ral grants.				
	lvising and Student Life (form				Activity Summary		vises 50 to 60 ι	undergra	duates a seme	ster. Receives good	advising ratings					
	oy work that enhances the edu g., advising, mentor, advisor t		•		Strengths/Weakness									4	10%	0.4
student eng	agement.				Recommendation			Andrew Commission								
developmen Evidenced b	partment, college, or universi nt, and professional organizati by active engagement e.g., fac ational responsibilities.	ons)		•	Activity Summary	Re rel	Serves on Ph.D. executive board for the College and the Departmental Graduate Advisory Committee Regularly serves as a session chair in controls conferences and serves as a reviewer for numerous related journals. Mentors numerous undergraduate researchers, several of whom have stayed on with him for graduate studies							5	5%	0.25
Demonstrate	Demonstrates leadership e.g., cooperation, and positive attitude.					Maintains positive public image through proactive media notices/events. Represents the university/college when asked (which is frequently).										
	<del></del>				Recommendation	s: Ke	Keep up the good work.									
	tion (Applicable only to facult ive appointments with formal				Activity Summary											
tolerance of	effectively; creates supportiv f difference; implements cons	ultive de			Strengths/Weakness										0%	
Demonstrate	unit's goal-focused performan tes leadership, efficient and ef mmunication, and mentoring.	fective m	anagement,		Recommendation	s:										
Rating Scale	(to be used in conjunction w	th colleg				<del></del>								<u> </u>		
	nal—distinction, extraordinar expectations—high quality, p											···, ·	Totals			4.78
3 = Meets ex 2 = Needs In	gthened and sustair e or more areas		ually	C	Sálly an	ne of Ine	my 5	-/2-/	\$	ار Rating	78	L Ö				
head or dire	ot imply my agreen trative Calendar, a v	nent wit written s	mpleted by my unit nt with this evaluation. tten statement of any							4.	78)	<del></del>				
concerns about or disagreements with this evaluation and that my statement will be attached before it is transmitted to the dean.							s evaluation for	rm De	ean			Date		Rating		
	<u> </u>				5/10/15		·		Jan-	-OHer	2	8/20		-	.78	
Faculty Men		Date			Pr	oxost/VP for A	Academic Affairs		Date	•	Rating					

### THE UNIVERSITY OF LOUISIANA AT LAFAYETTE

#### **ANNUAL PERFORMANCE EVALUATION**

Instruction (formal credit courses and other predagogical activities;  predicated by ackievement of Serving entroping enclaves e.g., externoon materials, Innovation, learning technologies, level and type of class aught, evoluation by students (\$EI) and others, faculty/student relations.  Demonstrates cooperation and collaboration in course and curriculum development e.g., falmess, effective mentaring.  Strengtho/Welshess  Research and Scholarship (basic or applied research, creative endewors, performances and/or related activitiens)  Environmentations:  Obermonstrates reviews, e.g., britishnood, processing the control of the con	Name	Vaughan, Joshua	Clid	Jev9637	Rank	Assist. Prof.	Colleg	ge COE	Department	МСНЕ	Workload Track	III	Evaluati	on Perio	d <u>C</u>	<u> 72013</u>		
Instruction (formal credit courses and other pedagogical activities.   Individuously sub-invented family entropies, expending into the set of the properties	the party from with a second	A Section Control of Section S		Track to the control of the control	on consumination	and the same of th	Company of the control											
topics course in Robotics, was headway morelled and attracted our best students. In addition to these courses, Dr. Vaughan advised at least three courtainings senior project teams, including the team that development e.g., fainess, effective mentoring.  Demonstrates cooperation and collaboration in course and curriculum development e.g., fainess, effective mentoring.  Demonstrates cooperation and collaboration in course and curriculum development e.g., fainess, effective mentoring.  Demonstrates cooperation and collaboration in course and curriculum development e.g., fainess, effective mentoring.  Development e.g., fainess, effective mentoring.  Demonstrates cooperation and collaboration in course and curriculum development e.g., fainess, effective mentoring.  Development e.g., fainess, effective mentoring four thesis committees and one dissertations committee.  Development e.g., fainess, effective mentoring four thesis committees and one dissertations committee.  Development e.g., fainess, effective mentoring four thesis committees.  Development e.g., fainess, effective mentoring.  Development e.g., fainess, effective mentoring.  Development e.g., fainess, effective mentoring.  Development e.g., fainess, effective mentoring four thesis committees.  Development e.g., fainess, effective mentoring.  Development e.g., fainess, effective ment						etalija inde										Value		
Instantial, Innocution, learning technologies, level and type of classes taught, evaluation (SE) and others, faculty/student calculations to students (SE) and others, faculty/students relations.  Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring  Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring  Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring  Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring  Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring  Demonstrates and Scholarship (basic or applied research, creative endewors, performances and/or related activities)  Demonstrates and behavior of the endewors performances and for related activities)  Demonstrates and behavior of independent and collaborative efforts e.g., respect for colleagues, mentoring new researchers and scholars.  Service (April on an industry (Swithhilps), sonoscored project teams and scholars for new great proposals last year, two of which were just funded.  Service (April on an industry (Swithhilps), sonoscored project teaming \$128,000 a year. He submitted four new great proposals last year, two of which were just funded.  Service (April on an industry (Swithhilps), sonoscored project teaming \$128,000 a year. He submitted for new great proposals last year, two of which were just funded.  Service (April on an industry) (Swithhilps), sonoscored project teaming \$128,000 a year. He submitted for new great proposals last year, two of which were just funded.  Service (April on the industry of the service of the submitted for new great proposals last year, two of which were just funded.  Service (April on the industry of the service of the submitted for the service of the submitted for the service of the submitted for the serv	i	•	-		-	Activity Summa								5	40	2.0		
development e.g., fairness, effective mentoring.  Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring.  Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring.  Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring.  Demonstrates are cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring.  Demonstrates are competed to the competence of the competence	II .			•												1		
Depositations, consistently relations, processing the standard of the second of the se	R .			• • • • • • • • • • • • • • • • • • • •	274 433422344							-						
Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring.  Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring.  Dr. Vaughan graduated one M.S. student last fall and is currently chairing four thesis committees. Dr. Vaughan graduated one M.S. student last fall and is currently chairing four thesis committees. Spreight-Mesloress:  Recommendations:  Recommendations:  Dr. Vaughan published one journal article and five referreed conference papers last fall. He also submitted another journal paper and gave two invited Presentations; tavel to the invited presentation in China was funded by the sponsor.  Dr. Vaughan received a STEP grant for the development of a sophomore robotics courses and is the cop I (50%) on an industry (Swiftshipol sponsored project totaling \$128,000 a year. He submitted four new grant proposals last year, two of which were just funded.  Service Advising and Student Life (formal and informal advising)  Evidenced by work that enhances the educational experiences of students, e.g., soldying, mentor, advising mentor and professional organizations, student engagement.  Service (legaration, college, or university committees; community development, and professional organizations)  Service (legaration, college, or university committees; community development, and professional organizations)  Evidenced by active engagement e.g., facility mentoring, recruitment, and organization (Applicable only to Taculity mentoring, recruitment, and organization (Applicable only to Taculity mentoring)  Evidenced by active engagement e.g., facility mentoring, recruitment, and organization (Applicable only to Taculity mentoring)  Evidenced by active engagement e.g., facility mentoring, recruitment, and organization (Applicable only to Taculity mentoring)  Evidenced by active engagement e.g., facility mentoring, recruitment, and organization (Applicable only to Taculity mentoring to the service of th		luation by students (SEI) and of	thers, ta	culty/student														
development e.g., fairness, effective mentoring.    Strongftv/Nedwoss:																		
one dissertation committee.  Steregtet/Weakness: Recommendations: Research and Scholarship (basic or applied research, creative endeavors, performances and/or related activities) Evidenced by peer review; e.g. publications, presentations, grants, performances and/or related activities) Commonstrates apt balance of independent and collaborative efforts e.g., respect for colleagues; mentoring new researchers and scholars.  Service. Advising and Student Life (formal and informal advising) Evidenced by when that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, student engagement.  Service commendations: Recommendations: Rec	9	•		ourse and curr	iculum			Dr. Vaughan incorpora	tes innovative use	of electronic media in all	of his courses.							
Research and Scholarship (basic or applied research, creative endeavors, performances and/or related activities)  Research and Scholarship (basic or applied research, creative endeavors, performances and/or related activities)  Activity Summary:  Recommendations:  Activity Summary:  Denonstrates apt balance of independent and collaborative efforts e.g., respect for colleagues; mentoring new researchers and scholars.  Recommendations:  Recommendations:  Service—Advising and Student Life (formal and informal advising)  Evidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, student engagement.  Activity Summary:  Act	developme	nt e.g., fairness, effective ment	oring.							last fall and is currently	chairing four thesis co	ommitte	es and					
Research and Scholarship (basic or applied research, creative endeavors, performances and/or related activitics)  Evidenced by peer review; e.g., publications, presentations, grants, performances;  Demonstrates apt balance of independent and collaborative efforts e.g., respect for colleagues; mentoring new researchers and scholars.  Recommendations:  Service—Advising and Student Life (formal and informal advising) tevidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, student engagement.  Service (appartment, college, or university committees; community development, and professional organizations)  Evidenced by evote engagement e.g., faculty mentoring, recruitment, and organizations leadership e.g., cooperation, and positive attitude.  Service engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administrative appointments with formal release-time)  Recommendations:  Service destained by work that enhance e.g., faculty mentoring, recruitment, and organizational responsibilities.  Service engagement.  Service engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Service engagement e.g., faculty mentoring recruitment, and organizational responsibilities.  Service organizational responsibilities.  Service organizational responsibilities.  Service organizational responsibilities.  Service for the engagement e.g., faculty mentoring recruitment, and organizational responsibilities.  Service for the engagement e.g., faculty mentoring recruitment, and organizational responsibilities.  Service destarchipe e.g., cooperation, and positive attitude.  Service destarchipe e.g., cooperation, and positive attitude.  Service for the engagement e.g., faculty ment								one dissertation comm	ittee.									
Research and Scholarship (basic or applied research, creative endeavors, performances and/or related activities)  Evidenced by peer review; e.g., publications, presentations, grants, performances;  Demonstrates apt balance of independent and collaborative efforts e.g., respect for colleagues; mentoring new researchers and scholars.  Service—Advising and Student Ufe. (formal and informal advising)  Evidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, student engagement.  Service (department, college, or university committees; community development, and professional organizations).  Service (department, college, or university committees; community development, and professional organizations).  Service (department, college, or university committees; community development, and professional organizations).  Service (department, college, or university committees; community development, and professional organizations).  Service (department, of professional responsibilities).  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (applicable only to faculty members with a commendations).  Service (department, of professional organizations).  Service (department, of professi																		
endeavors, performances and/or related activities)  Evidenced by peer review; e.g., publications, presentations, grants, performances;  Demonstrates apt balance of independent and collaborative efforts e.g., respect for colleagues; mentoring new researches and scholars.  Service—Advising and Student Life (formal and informal advising)  Evidenced by work that enhances the educational experiences of students, etc., advising, mentor, advisor to student organizations, student engagement. As advising, enter the equations of the senior design projects coordinator, or . Datton, to elevate the profile and polish of the senior design projects and prosections.  Service colleagues; mentoring new researchers and scholars.  Service and service of the proposals last year, two of which were just funded.  Service proposals last ye						M.T. (Tax 1. )										<del>  </del>		
Evidenced by peer review; e.g., publications, presentations, grants, performances; Demonstrates apt balance of independent and collaborative efforts e.g., respect for colleagues; mentoring new researchers and scholars.  Service—Advising and Student Life (formal and informal advising) Evidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, Student engagement.  Service (department, college, or university committees; community development, and professional organizations) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administrative appointments with formal release-time)  Activity Summary:  Seregita/Wealoness: Recommendations:  Or. Vaughan advises approximately 60 undergraduates a semester and receives adequate advising evaluations.  Service (department, college, or university committees; community development, and professional organizations)  Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizations.  Service (department, college, or university committees; community development, and professional organizations)  Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administrative appointments with formal release-time)  Seregita/Wealoness:  Recommendations:  Seregita/Wealoness  Recommendations:  Seregita/Wealoness  Recommendations:  Activity Summary:  Strengta/Wealoness  Recommendations:  Activity Summary:  Activity Summary:  Strengta/Wealoness  Recommendations or the series of the senior design projects and presentations.  Strengta/Wealoness  Recommendations:  Activity Summary:  Activ						Activity Summa							٥	4.5	50	2.25		
Dr. Vaughan advises approximately 60 undergraduates a semester and receives adequate advising contents, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Service leadership e.g., cooperation, and positive attitude.  Servidenced by active engagement e.g. faculty members with administrative appointments with formal release-time)  Recommendations:  Servidenced by active engagement e.g., faculty members with administrative appointments with formal release-time)  Recommendations:  Servidenced by active engagement e.g., faculty members with administrative appointments with formal release-time)  Recommendations:  Servidenced by active engagement e.g., faculty members with administrative appointments with formal release-time)  Recommendations:  Servidenced by active engagement e.g., faculty members with administrative appointments with formal release-time)  Recommendations:  Servidenced by active engagement e.g., faculty members with administrative appointments with formal release-time)  Recommendations:  Strengths/Weakness:  Recommendations:  Activity Summary:  Dr. Vaughan serves as a reviewer on numerous professional journals. He also serves on several important departmental and college committees, the is working with the senior projects coordinator, Dr. Dalton, to elevate the profile and polish of the senior design projects and presentations.  Strengths/Weakness:  Strengths/Weakness:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Strengths/Weakness:  Recommendations:  Recommendations:  Recommendations:  Strengths/Weakness:  Recommendations:  Recommendations:  Strengths/Weakness:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommend	1										ons; travel to the invi	tea						
Demonstrates apt balance of independent and collaborative efforts e.g., respect for colleagues; mentoring new researchers and scholars.  Strengths/Wealness: Recommendations: Service—Advising and Student Life (formal and informal advising) Evidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, Student engagement.  Service (department, college, or university committees; community development, and professional organizations) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Recommendations:  Recommendations:  Service (department, college, or university committees; community development, and professional organizations) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Strengths/Wealness:  Recommendations:  Re	N _		s, prese	ntations, gran	its,		-			·	omore robotics cours	ses and i	is the					
Demonstrates apt balance of independent and collaborative efforts e.g., respect for colleagues; mentoring new researchers and scholars.  Service- Advising and Student Life (formal and informal advising) Evidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, student engagement.  Service (department, college, or university committees; community development, and professional organizations) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Exercise (to be used in conjunction with college and/or departmental rubrics)  Exercised—distinction, extraordinary productivity can be strengthened and sustained annually  Exercised expectations—high quality, performance/productivity at a can be sustained annually  Exercised expectations—regions that have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation form before it is transmitted to the dean.  Sungths/Wealoness:  Recommendations:  Strengths/Wealoness:  Recommendations:  Recommendations:	performano	ces;																
Service—Advising and Student Life (formal and informal advising) Evidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, student engagement.  Service (department, college, or university committees; community development, and professional organizations) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizationslities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time) Services (to be used in conjunction with college and/or departmental rubrics) S = Exceptional—distinction, extraordinary productivity/performance beyond annual expectations 4 = Exceeds expectations—quality, performance/productivity that can be sustained annually 2 = Needs improvement—requires inginivement in one or more areas 1 = Unsatisfactory performance—requires inginivement in one or more areas 1 = Unsatisfactory performance—requires inginivement in one or more areas 1 = Unsatisfactory performance—requires inginivement in one or more areas 1 = Unsatisfactory performance—requires inginivement in one or more areas 1 = Unsatisfactory performance—requires inginivement in one or more areas 1 = Unsatisfactory performance—requires inginivement in one or more areas 1 = Unsatisfactory performance—requires inginivement in one or more areas 1 = Unsatisfactory performance—requires inginitement in one or more areas 2 = Unsatisfactory performance—requires significant improvement in one or more areas 3 = Unsatisfactory performance—requires significant improvement in one or more areas 4 = Exceeds expectations—duality, performance propoductivity and strengthened and sustained annually 2 = Needs improvement—requires improvement in one or more areas 3 = Unsatisfactory performance—requires significant improvement in one or more areas 4 = Exceeds expectations—duality, performance propoductivity and the administrative Calendar, a written st						No. 1 10 10 10 10 10 10 10 10 10 10 10 10 1									1	1		
Service—Advising and Student Life (formal and informal advising) Evidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, student engagement.  Service (department, college, or university committees; community development, and professional organizations) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Recommendations:  Recommendations:  Strengths/Weakness:  Recommendations:  Strengths/Weakness:  Recommendations:  Recommendations:  Activity Summary:  Strengths/Weakness:  Recommendations:  Recommendations:  Activity Summary:  Strengths/Weakness:  Recommendations:  Activity Summary:  Dr. Vaughan advises approximately 60 undergraduates a serelewer on numerous professional journals. He also serves on several in protest on numerous professional journals. He also serves on several on professional journals. He also serves on several on professional journals. He	e.g., respec	t for colleagues; mentoring nev	w resear	chers and sch	olars.	Strengths/Weakne										1		
Evidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, Student engagement.  Service (department, college, or university committees; community development, and professional organizations)  Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizations)  Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizations)  Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizations)  Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizations)  Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizations  Evidenced by active engagement e.g., caulty mentoring, recruitment, and positive attitude.  Strengths/Weakness:  Demonstrates leadership e.g., cooperation, and positive attitude.  Recommendations:  Strengths/Weakness:  Recommendations:  Strengths/Weakness: Recommendations:  Strengths/Weakness: Recommendations:  Strengths/Weakness: Recommendations:  Strengths/Weakness: Recommendations:  Strengths/Weakness: Recommendations:  Strengths/Weakness: Recommendations:  Strengths/Weakness: Recommendations:  Strengths/Weakness: Recommendations:  Strengths/Weakness: Recommendations: Recommendations: Recommendations: Recommendations: Recommendations: Recommendations: Recommendations: Recommendations: Recommendations:						Recommendation	mmendations:											
Students, e.g., advising, mentor, advisor to student organizations, students, e.g., advising, mentor, advisor to student organizations.  Service (department, college, or university committees; community development, and professional organizations)  Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Recommendations:  Steregths/Weakness:  Recommendations:  Steregths/Weakness:  Recommendations  Steregths/Weakness:  Recommendations  Steregths/Weakness:  Recommendations  Totals  Activity Summary:  Steregths/Weakness:  Recommendations  Recommendations  Totals  Activity Summary:  Steregths/Weakness:  Recommendations  Totals  Activity Summary:  Activit	Service-Ac	lvising and Student Life (forma	al and in	formal advisir	rg)	Activity Summa	ry: [	Dr. Vaughan advises ap	approximately 60 undergraduates a semester and receives adequate advising						5	0.15		
Student engagement.  Service (department, college, or university committees; community development, and professional organizations) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Recommendations:  Recommendations:  Activity Summary:  Strengths/Weakness:  Recommendations:  Recommendations:  Recommendations:  Totals  Totals  Totals  100 4.6.  Servectional—distinction, extraordinary productivity that can be sustained annually and est expectations—quality, performance/productivity that can be sustained annually 2 = Needs Improvement—requires ignificant improvement in one or more areas  Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.	Evidenced t	y work that enhances the educ	cational	experiences o	of													
Service (department, college, or university committees; community development, and professional organizations) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Rating Scale (to be used in conjunction with college and/or departmental rubrics)  Seecommendations:  Recommendations:			studen	t organization	s,	Strengths/Weakne	rengths/Weakness:											
development, and professional organizations) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Reting Scale (to be used in conjunction with college and/or departmental rubrics)  5 = Exceptional—distinction, extraordinary productivity/performance beyond annual expectations  4 = Exceeds expectations—high quality, performance/productivity that can be sustained annually  2 = Needs improvement—requires improvement in one or more areas  1 = Unsatisfactory performance—requires improvement in one or more areas  1 = Unsatisfactory performance—distinction and that my statement will be attached to this evaluation form before it is transmitted to the dean.    Important departmental and college committees. He is working with the senior projects coordinator, Dr. Dalton, to elevate the profile and polish of the senior design projects and presentations.    Strengths/Weakness:						Recommendation	ecommendations:											
Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Recommendations:  Recommendations			•	ittees; commu	ınity	Activity Summa		-			3.5	5	0.175					
and organizational responsibilities.  Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Recommendations:  Recommendations:  Retivity Summary:  Strengths/Weakness:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Retive summary:  Strengths/Weakness:  Recommendations:  Recomm	1 '			4														
Demonstrates leadership e.g., cooperation, and positive attitude.  Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Rating Scale (to be used in conjunction with college and/or departmental rubrics)  Strengths/Weakness: Recommendations:  Rating Scale (to be used in conjunction with college and/or departmental rubrics)  S = Exceptional—distinction, extraordinary productivity/performance beyond annual expectations  4 = Exceeds expectations—high quality, performance/productivity that can be sustained annually  3 = Meets expectations—quality, performance/productivity can be strengthened and sustained annually  2 = Needs Improvement—requires improvement in one or more areas  1 = Unsatisfactory performance—requires significant improvement in one or more areas  Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.  Part of the commended merit category) but does not imply my agreement with this evaluation. Date  Rating  Rating	2		ity men	toring, recruit	ment,	Character Assertion										1		
Administration (Applicable only to faculty members with administrative appointments with formal release-time)  Rating Scale (to be used in conjunction with college and/or departmental rubrics)  Secommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Recommendations:  Totals  100 (4.6)  Secommendations:  Totals  Totals  100 (4.6)  Secommendations:  Totals  Totals  Totals  Totals  Parameter of the second annually and the second annually and the sustained annually and the second annually annual annu	_																	
administrative appointments with formal release-time)  Strengths/Weakness: Recommendations:  Rating Scale (to be used in conjunction with college and/or departmental rubrics)  5 = Exceptional—distinction, extraordinary productivity/performance beyond annual expectations  4 = Exceeds expectations—high quality, performance/productivity that can be sustained annually  3 = Meets expectations—quality, performance/productivity can be strengthened and sustained annually  2 = Needs Improvement—requires improvement in one or more areas  1 = Unsatisfactory performance—requires significant improvement in one or more areas  Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.  Strengths/Weakness:  Recommendations:  100 (4.6)  4.5  Colling Improvement Head/Unit Difector  Date  Rating  Dean					е.					7.72 th 1.10 - 2 2 hour har 12 - 40 + 1 - 1								
Rating Scale (to be used in conjunction with college and/or departmental rubrics)  5 = Exceptional—distinction, extraordinary productivity/performance beyond annual expectations  4 = Exceeds expectations—high quality, performance/productivity that can be sustained annually  3 = Meets expectations—quality, performance/productivity can be strengthened and sustained annually  2 = Needs Improvement—requires improvement in one or more areas  1 = Unsatisfactory performance—requires significant improvement in one or more areas  Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.  Rating  100 4.6  100 4.	E .																	
Rating Scale (to be used in conjunction with college and/or departmental rubrics)  5 = Exceptional—distinction, extraordinary productivity/performance beyond annual expectations  4 = Exceeds expectations—high quality, performance/productivity that can be sustained annually  3 = Meets expectations—quality, performance/productivity can be strengthened and sustained annually  2 = Needs Improvement—requires improvement in one or more areas  1 = Unsatisfactory performance—requires significant improvement in one or more areas  Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.  100 (4.6  10	aummistrat	ive appointments with tormer	Cicase	unicj	l													
5 = Exceptional—distinction, extraordinary productivity/performance beyond annual expectations 4 = Exceeds expectations—high quality, performance/productivity that can be sustained annually 3 = Meets expectations—quality, performance/productivity can be strengthened and sustained annually 2 = Needs Improvement—requires improvement in one or more areas 1 = Unsatisfactory performance—requires significant improvement in one or more areas  Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.					<u>-</u>		ons:	i	- Description			. , e , a awa			100	(1)		
4 = Exceeds expectations—high quality, performance/productivity that can be sustained annually 3 = Meets expectations—quality, performance/productivity can be strengthened and sustained annually 2 = Needs Improvement—requires improvement in one or more areas 1 = Unsatisfactory performance—requires significant improvement in one or more areas  Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.  Dean  4/30/14  4/30/14  4/30/14  4/30/14  4/30/14  4/6  Departifient Head/Unit Director							ctations						Totals		100	4.6		
3 = Meets expectations—quality, performance/productivity can be strengthened and sustained annually 2 = Needs Improvement—requires improvement in one or more areas 1 = Unsatisfactory performance—requires significant improvement in one or more areas  Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.  3 = Meets expectations—quality, performance/productivity can be strengthened and sustained annually  4 / 30 / 14		-	•						^		Λ			Y	,	1 -		
Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.  Dean  Rating								inually	(111 1	WGA	· (/ ,,	100	1	1.1		- 3		
Acknowledgment. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.  Dean  Rating						•		Olly Unnel Sherry 4/30/14						710				
head or director (including the recommended merit category) but does not imply my agreement with this evaluation.  I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.  Dean  Dean  Rating						e or more areas			Department Head	d/Unit Difector	/	Date	,	Rating				
I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.    Dean   Dean   Rating   Rating   Posterior							•					,						
concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.    Dean   Date   Rating   Rating   Particular											ζ	こし	/ ( <i>)</i>	1	1/			
before it is transmitted to the dean.																		
			evalua	iion and that i	ily state	ment was be attac	neu to t	ilis evaluation form	Dean			Date'	ļ	Rating				
1 /1 ()	A Service It is	Tanamicca to the death																
/IUU						4/30/14								y (2002)				
Faculty Member Date Provost/VP for Academic Affairs Date Rating	Faculty Mei	mber				Date			Provost/VP for A	cademic Affairs		Date		Rating				

## THE UNIVERSITY OF LOUISIANA AT LAFAYETTE ANNUAL PERFORMANCE EVALUATION

Name: Joshua Vaughan Rank: Assist Prof

Evaluation Period: 1 January - 31 December 2012

Name: 105 haa vaughan Rank: NSSIST YOF Co	llege: Engineering Department: Mechanical Workload Track:							
<b>Directions.</b> This form is used in evaluating faculty members in their roles as educators, univer in the context of the description of an "ideal" faculty member and the Faculty Workload Policy with evaluative comments; it is particularly important to note areas of strong performance and	ersity citizens, and members of a learned profession. This form is to be completed by the department head/unit director,							
Component	Summary/Strengths/Recommendations							
Instruction (Formal credit courses and other pedagogical activities; exclude Summer Session and extra pay courses)	Activity Summary: Dr. Vaughan taught MCHE 485 Vibrations last fall. This is a conceptually difficult coulder and the							
Evidenced by level and type of classes taught; classroom materials; evaluation by students (SEI) and others; achievement of learning outcomes; faculty/student relations; etc.	tenus to be un popular with the students. And, Dr. Vaushan Strengths: has high expectations for student performance.  Despite this, Dr. Vaushans teaching a valuations Recommendations: were good a praise by students outside the classical despite the classical despi							
Demonstrates cooperation and collaboration in course and curriculum development; fairness in student/faculty relations; effective mentoring; etc.	1 - Wells 1769, WENT "							
Research and Scholarship (Basic or applied research, creative endeavors, and/or professional development)	Activity Summary: De Vaughan Submitted one proposal in the fallot 20 (De Vaughan joined us only in August 2012). Ite published 4 Conf.							
Evidenced by publications, presentations, grants, on-going projects; etc.	Strengths: Papers in 2012.							
Demonstrates apt balance of independent and collaborative efforts; respect for colleagues; mentoring new researchers and scholars; etc.	Recommendations: { journal publiculous.							
Advising and Student Life (Formal and informal advising)	Activity Summary: Dr. Vaughan advises 40-50 undergraduates.							
Evidenced by work that enhances the educational experiences of students; etc.	Strengths:							
	Recommendations:							
Service (Department, college, or university committees; community development; and professional organizations)	Activity Summary: Dr Vaughan is actue in department al Curriculum development and ABET activities. He is							
Evidenced by active engagement; faculty mentoring; and organizational responsibilities; etc.	Strengths: also working an updating The depts web pajer,							
Demonstrates leadership, cooperation, and positive attitude; etc.	Recommendations:							
Administration (Applicable only to faculty members with administrative appointments	Activity Summary:							

Strengths:

Recommendations:

**Category Recommendations** 

with formal release-time)

and mentoring.

Unit Head/Director Dean VP for Academic Affairs

Administers effectively; creates supportive culture; demonstrates tolerance of difference;

implements consultive decision-making; fosters the unit's goal-focused performance; etc.

Demonstrates leadership, efficient and effective management, effective communication,

ACKNOWLEDGEMENT. My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.

NIA,

Faculty Member's Signature