



COLORADO MOUNTAIN COLLEGE

Faculty Name: Joyce Treulieb Academic Year: 2022-2023

Faculty ID: [0451264](#)

Dean(s): John Lawrence

ADI(s): Deb Froelich

Faculty Annual Review and Evaluation (FARE)

As an institution that aspires to be the most inclusive and innovative student-centered college in the nation, Colorado Mountain College faculty members are involved in academic matters that extend well beyond the classroom. Teaching and Learning is the primary responsibility of faculty. Service to students, discipline, college, and community accompany the work of teaching and learning, and comprise an important aspect of the full-time faculty role. The Teaching and Learning/Service percentages may vary from year to year due to faculty workload changes and goals.

This form serves as a living document that allows faculty and supervisor to document the dynamic nature of Teaching and Learning, as well as Service activities conducted over the academic year. Goals and planned ongoing service will be listed on the next page and communicated to supervisor(s) within the first 45 days of the faculty contract cycle.

Full-time faculty in provisional status should refer to the Provisional Faculty Forms and Checklists for guidance on FARE development and check-ins in their first two years of employment.

Prior to the end of their contract year, all faculty should meet with their supervising Dean / ADI(s) for their annual review, in which the faculty has documented and reflected upon goals met. This review should also include discussion of the faculty's teaching and learning and service throughout the academic year.

Teaching and Learning (80%, minimum 60%)

Proposed Courses	Term	Credit Hours	Completed	Reassignment Time/Notes
Math For Liberal Arts	Fall	4	Yes <input type="checkbox"/> No <input type="checkbox"/>	Completed: yes
College Algebra	Fall	4	Yes <input type="checkbox"/> No <input type="checkbox"/>	Completed: yes
Calculus II	Fall	5	Yes <input type="checkbox"/> No <input type="checkbox"/>	Completed: yes
Calculus III	Fall	5	Yes <input type="checkbox"/> No <input type="checkbox"/>	Completed: yes
Math For Liberal Arts	Spring	4	Yes <input type="checkbox"/> No <input type="checkbox"/>	Completed: no
College Algebra	Spring	4	Yes <input type="checkbox"/> No <input type="checkbox"/>	Completed: no
Suvery of Calculus	Spring	4	Yes <input type="checkbox"/> No <input type="checkbox"/>	Completed: no
Differential Equations	Spring	4	Yes <input type="checkbox"/> No <input type="checkbox"/>	Completed: no
			Yes <input type="checkbox"/> No <input type="checkbox"/>	
			Yes <input type="checkbox"/> No <input type="checkbox"/>	

Improving Teaching and Learning

With your Dean / ADI(s), go through your most recent course evaluations to identify areas where you most want to improve or refine your practice. Use this form for the observation

<https://coloradomtn.sharepoint.com/:w:/s/AcademicAffairs/ES1RkpowEK1Cp9PMhhBbjNMBWgYn-gwklh2pwp2oRa5ytA?e=r66geN>

Attach the Faculty Instructional Review when completed. Review with your Dean at your annual meeting.

Who will observe you this year? Name: Kevin Williams

What semester and course do you plan to have observed? Spring, Differential Equations

Service (20%, maximum 40%)

Identify in this section what service plans you have for the year with your supervisor. These should be 3-5 concrete, achievable, measurable goals, and can be short-term or multi-year long-term goals. It is advisable to incorporate student and professional feedback as much as possible. State whether you will need support from the college and/or your supervisor(s) and provide a description of support requested. At the end of the contractual year (Spring meeting), identify what service goals were completed and the outcomes of those goals using the definitions of service. [Definition of Service](#). If applicable (must be pre-approved by your dean), list any pre-approved reassignment time and reason/role:

	Goals / Planned Service	Describe Accomplishments
Teaching and Learning	To improve student learning by spending more time in class and out of class making certain each individual student is not left behind. I also want to make sure we have more time for remediation when needed.	I have noticed when I take extra time with students that are struggling while they are in class, they seem to appreciate it, and they seem to understand the material better. I also believe it helps other students in class that are too shy to ask questions.
Service to Students that enhances the student's experience and success, retention and completion:	Tutoring general students in the library. Acting as club adviser for two clubs.	Tutoring in the library has been extremely successful, with positive student feedback. Club advising has gone very well for the Engineering Club, but I had to withdraw from advising the Climbing Club due to circumstances
Service to Discipline/Professional Development that elevates the quality of the discipline/school:	To attend a math teaching conference. I would like to study some math philosophy from online courses.	I have not attended the conference yet, but will look into some over the summer. I have not studied math philosophy yet, but plan to get started this summer.
Service to College and Community that elevates the quality and reputation of the college, and engage the community and align	To serve on college-wide committees, and to perform community service.	I am in my second year of college-wide faculty senate. I take all the notes, and present them to campus faculty-senate each month.

with the mission and vision of the college:		I continue with dog rescue. I also tutored someone not attending CMC in math free of charge.
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Teaching, Learning and Service Rating

The following is the broad rating scale for the terms in the rubric.

- **Exceeds** would mean that you *consistently went well above and beyond* the plan of the document and your contractual expectations, that you *did significantly more than what your job expectations* are, and *created results that added significant, measurable and observable value* to students, CMC, a particular campus, the discipline **and** the school team.
- **Meets expectations** would mean you successfully fulfilled your job expectations for a full-time faculty member and consistently delivered/completed goals across teaching and service. You added value to the student experience, college, campus, discipline, and School within the range of expectations for your campus, discipline and the School.
- **Needs Improvement** would mean there are some things that are not up to par for the expectations of your job and could use some tuning up.
- **Intervention Needed** would be for situations where it is evident that the expectations of the job were not met, even with supports available and that specific, planned involvement with other resources is necessary.

Overall Rating: Please write in the comment box rational for rating; then sign and date.

Overall summary for ALL areas for the whole year	
Student Comments: They seem to like my homework assignments.	Student comments: "Joyce was available many days for extra help and was always excited to see me"
Faculty select your rating: Meets Expectations <small>(Exceeds, Meets Expectations, Needs Improvement, Intervention)</small>	Supervisor select your rating: Meets
Comment: I am still trying to adjust to students coming out of Covid-19 that became less prepared for math during the pandemic.	Comment: Joyce is an active member of her department and cares about her students. There are not a lot of course evals to view, so I expect that Joyce will encourage her students to fill those out in the future.
Faculty Signature: Date:	Supervisor Signature: Date:

Service Rating: Identify the level of completion by describing how the level was met; then sign and date.

Rating of performance in Service for the Year	
Faculty select your rating: (Exceeds, Meets Expectations, Need Improvement, Intervention)	Supervisor select your rating: Meets
Comment/needs/ideas for the next year:	Comment/needs/ideas for the next year: Joyce has been the Faculty Senate rep for the SB campus and tutors Math in the library during her office hours. I appreciate that she is advising the Engineering Club. I expect that she will continue to serve her campus and students by advising at SOAR. I would also like to see her attend the ColoMATYC conference and implement what she learns into her courses and report this knowledge back to her department.
Faculty Signature: Date: 03/14/2023	Supervisor Signature: Date: