

Annual Performance Evaluation for Academic Faculty

SCORING

Satisfactory Requirements

Total Satisfactory S1-S7 = Satisfactory requirement met: ☒ Yes ☐ No

C/E1-C/E3 Commendable/Excellent Requirements

Total from C/E1 = Total from C/E2 = Total from C/E3 = Total Commendable/Excellent =

MERIT RATING ACHIEVED

☐ Unsatisfactory ☐ Satisfactory ☐ Commendable 1 ☐ Commendable 2 ☐ Excellent 1 ☒ Excellent 2

CHAIR/DEAN COMMENTS

From the NFA Contract, Article 12:

12.6: The Department Chair/Director shall review the faculty members' self-evaluation for accuracy and completeness. The Department Chair shall state in writing his/her conclusions under the section titled Department Chair's Comments.

12.7: The Dean shall review the contents of the self-evaluation written by the faculty member, and the conclusions of accuracy and completeness as stated by the Department Chair/Director. The Dean shall comment on the annual report under the section titled Dean's Comments.

Department Chair Comments:

Dr. Simmons continues to do outstanding work for the Humanities Department. His teaching is superlative, and it is clear that his students enroll in multiple classes with him because he inspires them not just to learn, but to love learning and knowledge for their own sake as well as for their utility in daily living. Anyone can teach. A few people teach extremely well. Only rare instructors reach the level of inspiration and life-changing insight, and Dr. Simmons is one of those rare few. Such superlative teaching is not quantifiable, but it is easy to see, and all my classroom visits to Dr. Simmons classes have shown me this, as have conversations with his students whom I know. Dr. Simmons is also a key component of all our assessment efforts, and he has proven invaluable to the successful functioning of the department. His sense of humor and easygoing nature also make the office suite a pleasant place to work, as faculty and staff have commented. I look forward to seeing him achieve tenure and to working with him in the future.

Dean Comments:

I observed Dr. Simmons, and I found that he provided excellent instruction, encouraging critical thinking, discussion, and close readings. He serves on the Professional Standards Committee and as the advisor for the Truckee Meadows Academy (philosophy student club). Dr. Simmons often can be found in his office meeting with students and assisting them with their coursework. Moreover, he works with other department members to provide meaningful professional development for the department, to engage in curriculum alignment and assessment efforts, and to improve continually as educators and contributors to the College.

Notable student comments from Fall 2016 include the following:

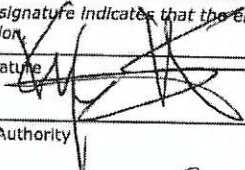
- Thank you professor Simmons your class was really enjoyable, the material was more easily digestible with the class discussions. Keep doing what your doing. I learned a good lesson in your class to do what you enjoy the most, to not always follow the money. Like Robert Frost said, I'm going to paraphrase the path less traveled will make all the difference.
- It never once felt like a drag to come to class even when students didn't show up. The energy was always high and the additional material was insightful to the topics of the class.
- Being a dual student at TMCC and UNR I have never been so engaged in a classroom. Dr. Simmons is the best professor I have had as undergrad, hands down.

Annual Performance Evaluation for Academic Faculty

Employee Evaluation Signatures

The employee's signature indicates that the employee has read the evaluation and does not indicate that the employee is in agreement or in disagreement with the evaluation.

Employee's Signature



4/20/17

Date

Recommending Authority



Date

Dean

4/20/17

Date

Vice President of Academic Affairs



Date

4/21/17

Additional Comments:

Annual Performance Evaluation for Academic Faculty

SCORING

Satisfactory Requirements

Total Satisfactory S1-S7 = all Satisfactory requirement met: ☒ Yes ☐ No

C/E1-C/E3 Commendable/Excellent Requirements

Total from C/E1 = 7 Total from C/E2 = 0 Total from C/E3 = 0 Total Commendable/Excellent = 7

MERIT RATING ACHIEVED

☐ Unsatisfactory ☐ Satisfactory ☐ Commendable 1 ☐ Commendable 2 ☐ Excellent 1 ☒ Excellent 2

CHAIR/DEAN COMMENTS

Department Chair Comments:

Dr. Simmons continues to be an outstanding faculty member who goes far above and beyond the job requirements to give his students a truly excellent education, provides consistently excellent service, and is friendly, professional, and collegial to other members of the department. Dr. Simmons' teaching evaluations and observations are not just excellent: they are stellar. He gladly accepts service assignments when asked, and his committee work has been strong, and his work in curricular development has been superlative. He maintains good relations with his co-workers, who appreciate his sense of humor, lack of pretentiousness, honesty, and collegiality. He is clearly on track to achieve tenure, and his efforts reflect well on the college. He is an outstanding asset to the department and to TMCC and its students. He has greatly exceeded the requirements for Excellent 2.

Dean Comments:

Based on the documentation provided, Dr. Simmons achieved a rating of Excellent 2 (see above).

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Employee Evaluation Signatures

The employee's signature indicates that the employee has read the evaluation and does not indicate that the employee is in agreement or in disagreement with the evaluation.

Employee's Signature

Kyle Simmons

Date

5/16/14

Recommending Authority

Date

Dean

[Signature]

Date

5/16/14

Vice President of Academic Affairs

[Signature]

Date

5/11/14

Additional Comments

Annual Performance Evaluation for Academic Faculty

SCORING

Satisfactory Requirements

Total Satisfactory S1-S7 = all Satisfactory requirement met: ☒ Yes ☐ No

C/E1-C/E3 Commendable/Excellent Requirements

Total from C/E1 = 8 Total from C/E2 = 0 Total from C/E3 = 1 Total Commendable/Excellent = 9

MERIT RATING ACHIEVED

☐ Unsatisfactory ☐ Satisfactory ☐ Commendable 1 ☐ Commendable 2 ☐ Excellent 1 ☒ Excellent 2

CHAIR/DEAN COMMENTS

Department Chair Comments:

These are all accurate and complete to the best of my knowledge.

Dr. Simmons is in his first year at TMCC, and he has already vastly exceeded our expectations. His teaching has been impeccable. I have personally observed him teach, and the grace, finesse, and intelligence he showed in leading his students through difficult material in CH 201 were outstanding. His teaching evaluations would be remarkable for someone who had been here for many years: for someone navigating his first year in a new institution and with new classes and books, they are truly amazing. Students universally rate him at or near 5.0 on a 5 point scale, and comments indicate that he grades material in a timely manner, starts and ends class on time, and most importantly, inspires students to WANT to learn and study. The number of students who state in their comments that he is the best teacher they have ever had is unprecedented in my experience. His classes consistently fill to the limit, and even with one low enrollment class at a bad time, his fill rate is still 87%. I expect this to go up as his reputation spreads as a superb and inspiring instructor. In these tough budget times, TMCC absolutely needs instructors of Dr. Simmons' caliber in order to attract, retain, and graduate students. In service, Dr. Simmons has also been exemplary. He has attended all but one of the SLOA meetings, and unsolicited reports from SLOA members state that his service has been active and excellent. He volunteered to help with the review of PHIL 210 textbooks, and his advice was extremely valuable.

Finally, Dr. Simmons is a self-starter who takes responsibility for his own success. He is known around the department as "the self-cleaning oven," since he requires no maintenance or supervision, and simply does an excellent job day in and day out. He is a fine addition to the department, and TMCC should do everything in its power to retain him. He comes with my very highest recommendation for a rating of Excellent 2.

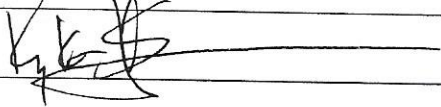
Dean Comments:

Based on the documentation provided, Mr. Simmons has achieved a rating of Excellent 2 (see above).

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Employee Evaluation Signatures

The employee's signature indicates that the employee has read the evaluation and does not indicate that the employee is in agreement or in disagreement with the evaluation.

Employee's Signature  Date 5/14/15

Recommending Authority Date

Dean Date

Vice President of Academic Affairs Date

Additional Comments