DR. BAGIRATHI IYER

Student feedback

Positive Feedback (rating 4 or 5) is 100%

### Consolidated Feedback

Self Appraisal
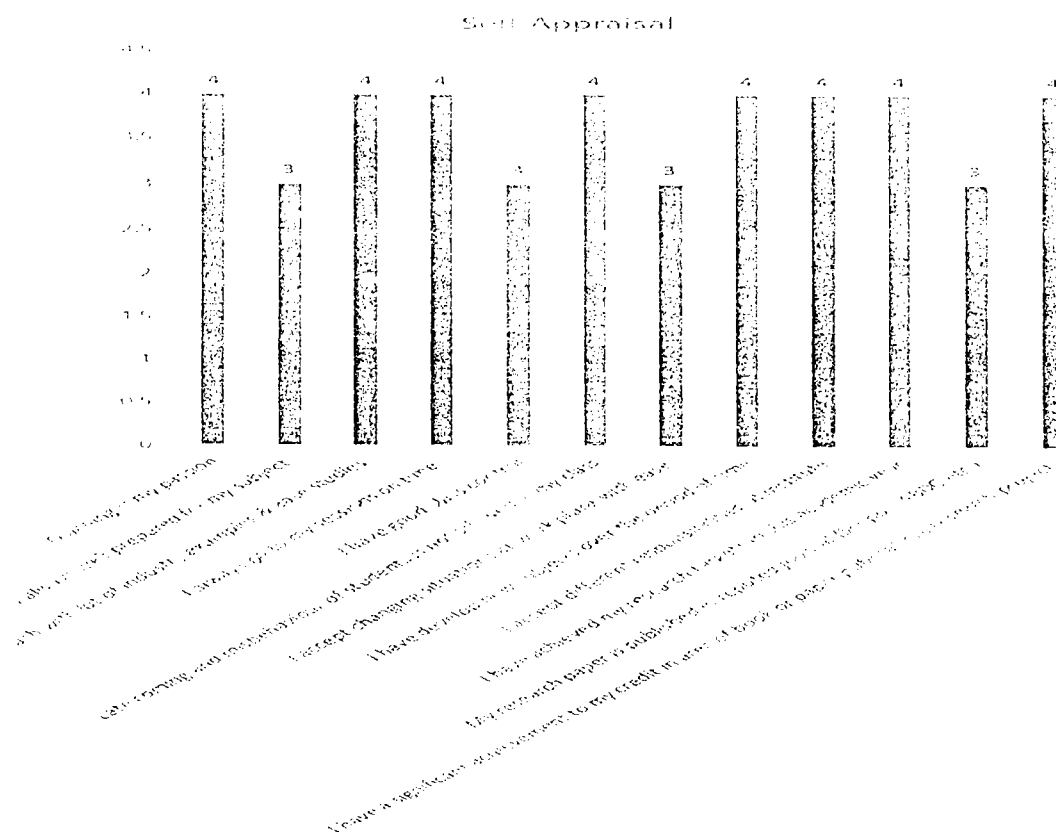
Student Comments:

- Sessions are interactive.
- Some times discussions go on for very long.
- Very good examples are given.

Remarks:

The students have rated Dr. Bagirathi Iyer highly (4 or 5) on the following parameters:

- The faculty uses different & engaging teaching methodologies while teaching
- I understand the teaching of faculty
- The teaching methodology used by faculty involves me as learner
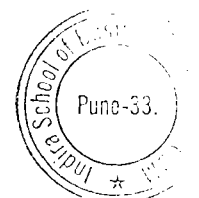
- The faculty reports to the session on time
- The faculty has class control
- Misbehaviour, late coming, late submission is not tolerated by faculty
- The faculty make the subject relevant for me.
- The faculty gives subject related real examples of corporate world
- The assessments are relevant & increase my experience as learner.
- The faculty has good rapport with students
- I feel free to ask questions to the faculty
- The faculty teaches considering everybody's learning style & pace
- The faculty helps me in growing on personal & professional front
- Interaction with the faculty outside the class adds value to my life
- The faculty gives good inputs on platforms like CLDP, SIP etc.

Some of the feedback can be discussed with the faculty to further enhance effectiveness.
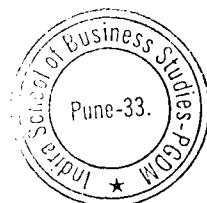
Self-appraisal

Consolidated Feedback

Student Appraisal
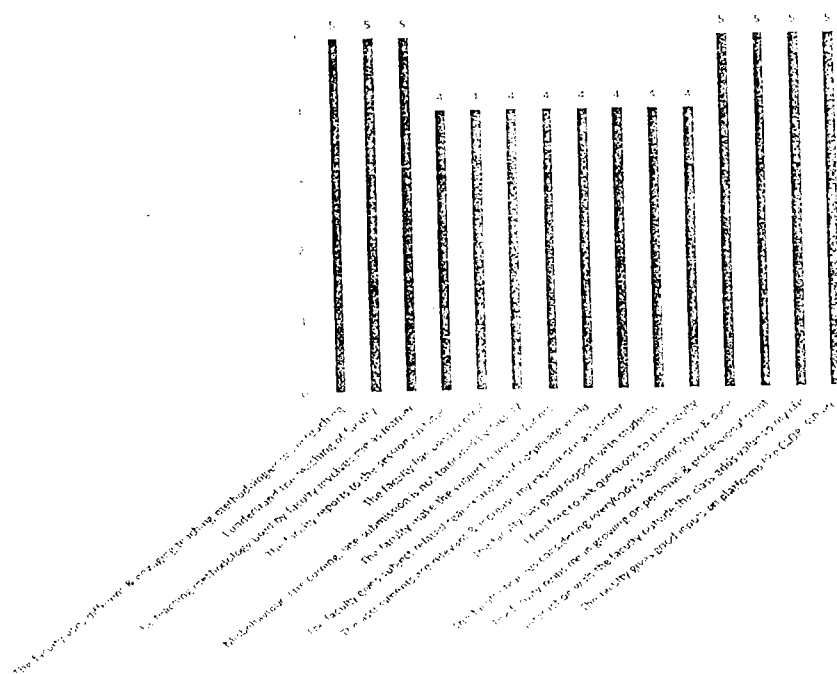
Remarks:

In all areas, self-appraisal is marked as either good (4) or excellent (5). On the points of examples given in class and class control the faculty has rated herself lower than the student rating. the faculty has highlighted areas like subject preparation, class control and research publications as areas of improvement. The deputy director can discuss how faculty development programs can be used in these areas to help Dr. Bagirathi achieve her professional goals.

An interesting point to notice that Dr. Bagirathi has not rated herself or 5 on any of the parameters Some behavioural coaching may help identify the reason for such self-critical evaluation.

Appraisal by Supervisor

Consolidated Feedback

Appraisal by Supervisor
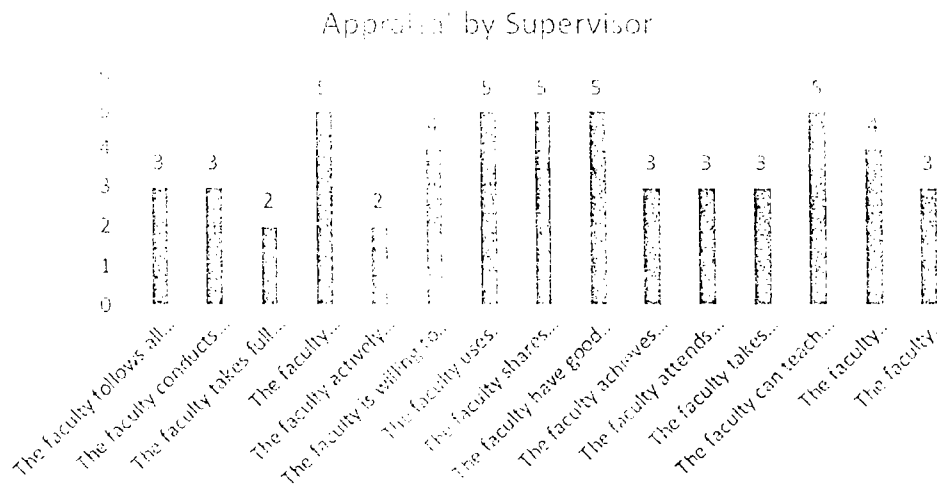
Remarks:

Dr. Bagirathi has mostly received positive feedback (rating of 4 or 5) from her reporting authority. Positive feedback is on the following parameters:

- The faculty demonstrates team work (by adjusting sessions, contributing in syllabus development etc.).
- The faculty uses engaging & different teaching methodologies .
- The faculty shares current industry example while teaching .
- The faculty have good class control.
- The faculty can teach min 2 subjects & demonstrate good knowledge about the functional area.
- The faculty demonstrates his knowledge through undertaking research projects or consultancy.

Some areas on which Dr. Iyer can further improve (rating of 3 or 2) are as under:

- The faculty takes full ownership of process he is handling.
- The faculty demonstrates teamwork (by adjusting sessions, contributing in syllabus development etc.)
- The faculty actively conducts & participate in departmental activities (eg. Club, guest session etc.)
- The faculty follows all norms of institute like dress code, timing etc.
- The faculty conducts session as per plan.
- The faculty achieves his/her research target each year .
- The faculty attends External FDP & shares his knowledge with students & faculty members.
- The faculty takes ownership of institutional activities (for eg. IBEP, CSR, MDP etc.).

Dr. Bagirathi's strength lies within her subject knowledge and her ability to engage to successfully. This is quite aligned with the feedback received from the students. Research is an area of improvement identified by the faculty as well as the supervisor. The reporting authority may discuss how she can work better with her team and what more she can do to support institutional goals. Regularly reviewing her progress in this area I'm providing proactive feedback will helps her improve.

Appraisal by Peers

Consolidated feedback

Peer Appraisal
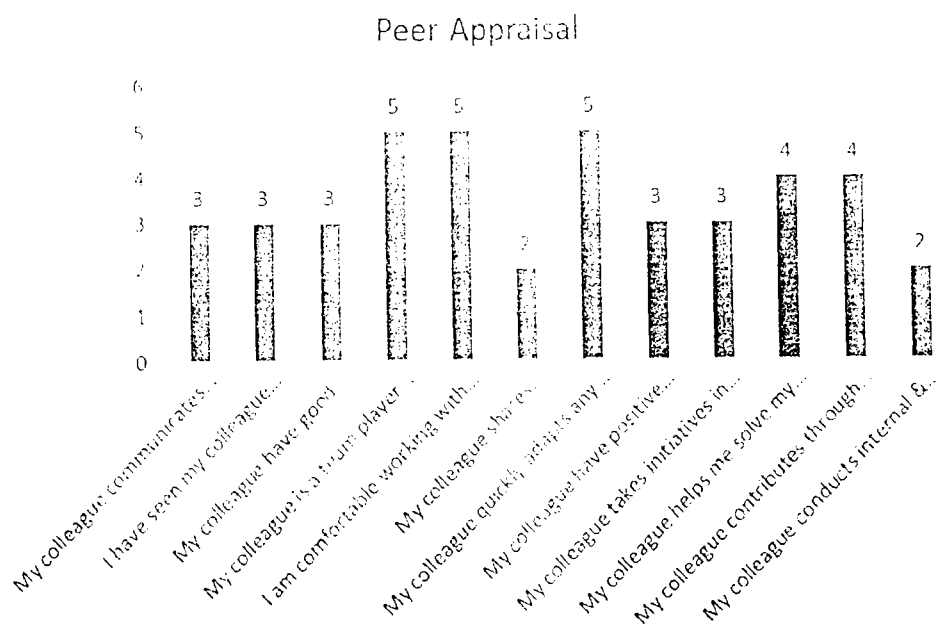
Remarks:

Dr. Bagirathi has been rated highly (rating of 5 or 4) on all parameters by her peers. The areas where she has been rated as excellent are:

- My colleague is a team player (helps me in sharing cases, videos etc)
- I am comfortable working with my colleague
- My colleague quickly adapts any new change in system.
- My colleague helps me solve my subject/research related difficulties
- My colleague contributes through writing research papers, books & helps me in my weak area

Possible areas of improvement (rating of 3), where faculty has been rated as "good" are:

- My colleague communicates clearly & timely
- I have seen my colleague communicating with students in professional manner
- My colleague has good command over language.
- My colleague has positive attitude towards changes in organizational systems (like ERP, dress code, timing etc.)
- My colleague takes initiatives in learning new things.

Some definite areas of improvement (rating of 2) are:

- My colleague shares responsibility as a team member.
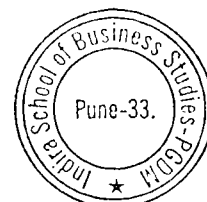
- My colleague conducts internal & external training programs

One area of improvement that has been identified by Dr. Bagirathi's peers and her reporting manager is pertaining to following institutional norms. In most areas she has been rated positively. There can be a discussion with her about communication with stakeholders and a more team friendly attitude. Counselling by the reporting manager could possibly help in this area.

Appraisal by Support Staff

1. Academic Co-ordinator

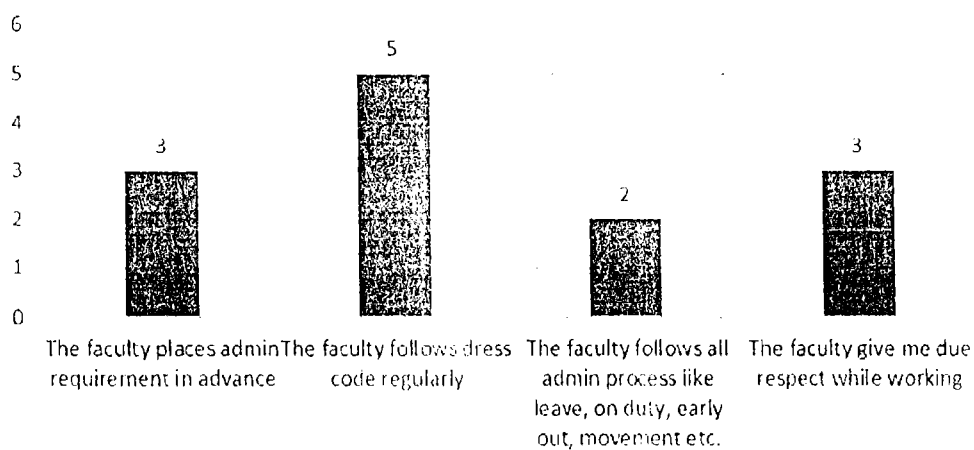### Consolidated feedback

Appraisal by Academic Co-ordinator
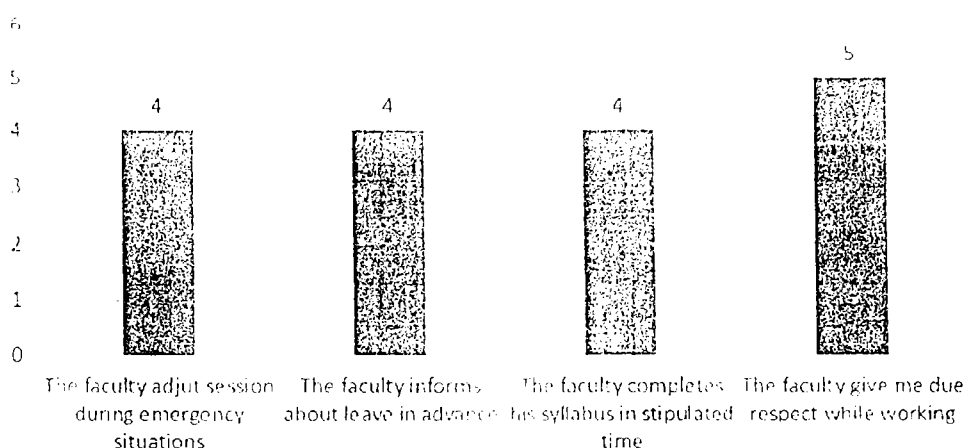
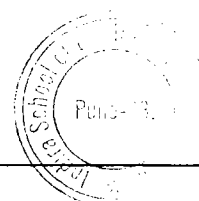Dr. Bagirathi has been rated positively (5 or 4 rating) on all parameters by the Academic coordinator.

2. Admin Staff

Consolidated feedback

Appraisal by Admin

The admin staff has rated the faculty positively(rating of 4 or 5) on the parameters of:

- The faculty places admin requirement in advance
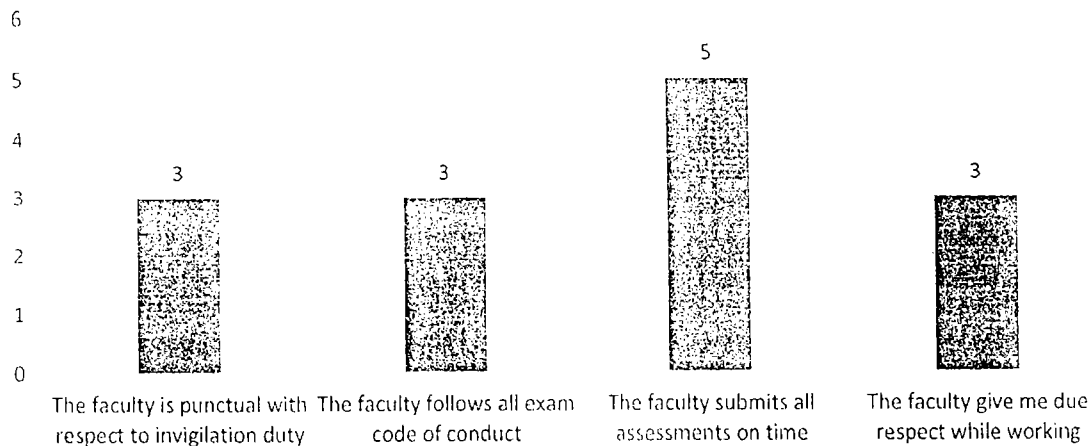- The faculty follows dress code regularly..

Some areas of improvement (rating of 3 or 2) that have been identified are:

- The faculty follows all admin process like leave, on duty, early out, movement etc.
- The faculty give me due respect while working.

3. **Exam Staff**

Consolidated feedback

Appraisal by Exam

The exam staff has positively (rating of 4 or 5) scored the faculty on the parameter of:

- The faculty submits all assessments on time.

Some areas of improvement (rating of 3 or 2) as pointed out by the library staff are under:

- The faculty is punctual with respect to invigilation duty.
- The faculty follows all exam code of conduct.
- The faculty give me due respect while working.

4. **Library Staff**

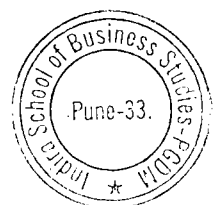The library staff has positively (rating of 4 or 5) scored the faculty on the parameter of:

- The faculty follows dress code regularly.

Some areas of improvement (rating of 3 or 2) as pointed out by the library staff are under:

- The faculty places admin requirement in advance.
- The faculty follows all admin process like leave, on duty, early out, movement etc.
- The faculty gives me due respect while working.

Consolidated feedback

Appraisal by Library

The faculty is punctual with respect to invigilation duty | The faculty follows all exam code of conduct | The faculty submits all assessments on time | The faculty give me due respect while working
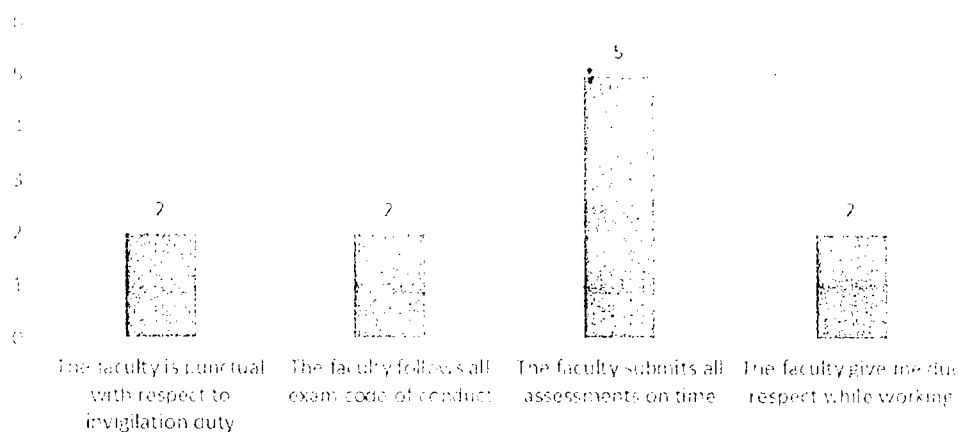
5. IT Staff

Consolidated feedback

Appraisal by IT

The faculty takes care of IT infrastructure provided to them (proper usage of printer, desktop, laptop etc.) | The faculty follows ERP process in all required areas | The faculty solves basic IT related problems on its own | The faculty give me due respect while working

The IT staff has rated the faculty positively (rating of 4 or 5) on most parameters including:

- The faculty takes care of IT infrastructure provided to them (proper usage of printer, desktop, laptop etc.).
- The faculty follows ERP process in all required areas.
- The faculty solves basic IT related problems on its own.

One area of improvement(rating of 3or 2) that has been highlighted is as under:

- The faculty give me due respect while working.

Overall there are some areas that the faculty need to work on with reference to working with the non - academic staff. The faculty needs to be counselled to be more respectful of the staff members.
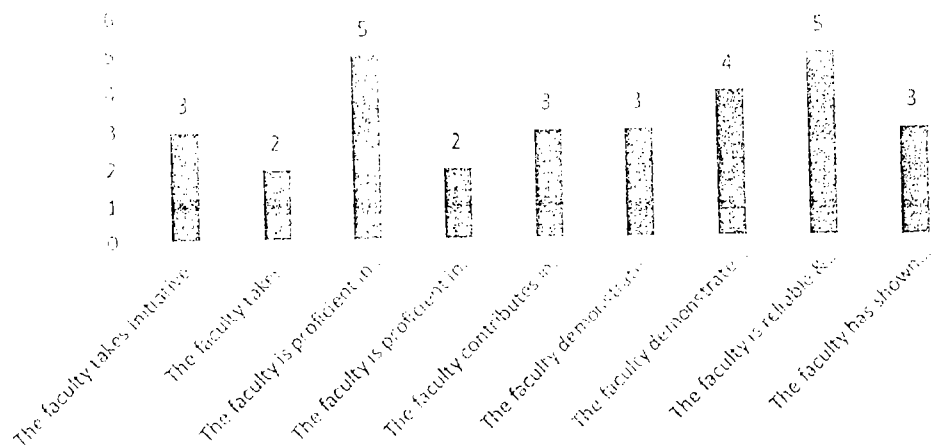
Appraisal by Director

Consolidated feedback

Appraisal by Director

The faculty has been rated positively (rating of 4 or 5) on:

- The faculty is proficient in teaching.
- The faculty demonstrate positive attitude towards students.
- The faculty is reliable & dependable.

Some areas of improvement (rating of 3 or 2) that have been identified are:
- The faculty takes Responsibility of the task assigned.
- The faculty is proficient in admin work.
- The faculty contributes in the holistic growth of institute.
- The faculty demonstrate positive behaviour towards staff & other faculty members.
- The faculty has shown improvement in the areas indicated to him/her.

Appraisal by Subordinates

The faculty has been rated highly (rating of 4 or 5) by subordinates on the parameters:

- My HoD helps me in better delivery of my subject.
- I can present new ideas or criticize one in front of my HoD.
- My HoD accepts his faults/failures with open mind.
- My HoD takes ownership of his work.
- My HoD conducts regular meetings & listens to all team issues.
- My HoD works with vision in mind.
- My HoD always criticizes people/processes.
- While taking decision my HoD takes opinion of team members.
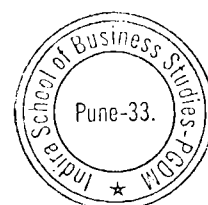
Some of the areas of improvement (rating of 3 or 2) identified are:

- My HoD gives me opportunities to grow academically.
- My HoD allows me to try different teaching methodologies.
- My HoD distributes workload equally among the team .
- My HoD gets actively involved in any team activity.

Consolidated feedback

Appraisal by Subordinates
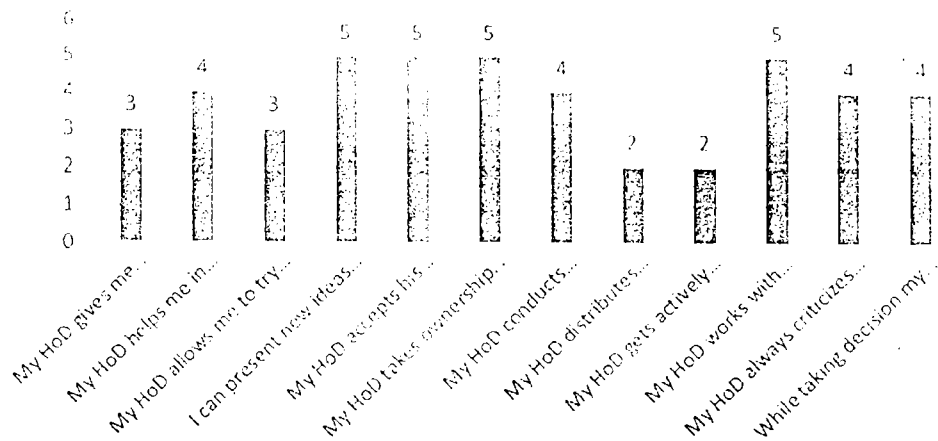
The Deputy Director shall bring out these aspects to faculty and encourage to have an open dialogue with the team members.

Strengths & Developmental Areas Summary:

Definite Strengths (rated excellent i.e. 5 and 4):

- The faculty uses different & engaging teaching methodologies while teaching.
- Students understand the subject.
- The faculty reports to the session on time .
- The faculty has class control.
- The faculty gives subject related real examples of corporate world .
- The assessments are relevant & increase my experience as learner.
- The faculty has good rapport with students .
- I feel free to ask questions to the faculty.
- The faculty teaches considering everybody's learning style & pace.
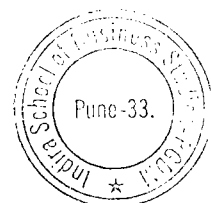- The faculty helps me in growing on personal & professional front.
- Interaction with the faculty outside the class adds value to my life.
- The faculty gives good inputs on platforms like CLDP, SIP etc.
- My colleague helps me solve my subject/research related difficulties.
- My colleague contributes through writing research papers, books & helps me in my weak area.
- The faculty is willing to share his expertise with others (by way of sharing cases, video, FDP etc.).
- The faculty can teach min 2 subjects & demonstrate good knowledge about the functional area.
- The faculty demonstrates his knowledge through undertaking research projects or consultancy.
- The faculty demonstrate positive attitude towards students
- The faculty is reliable & dependable

Possible Developmental Areas (rated 3):

- I am always well prepared for my subject .
- I have good class control.
- My research paper is published in reputed journal (Scopus, ABDC etc.).
- I have seen my colleague communicating with students in professional manner .
- My colleague have good command over language.
- My colleague have positive attitude towards changes in organizational systems (like ERP, dress code, timing etc.)
- My colleague takes initiatives in learning new things
- The faculty follows all norms of institute like dress code, timing etc.
- The faculty conducts session as per plan.
- The faculty achieves his/her research target each year .
- The faculty attends External FDP & shares his knowledge with students & faculty members.
- The faculty takes ownership of institutional activities (for eg. IBEP, CSR, MDP etc.).
- The faculty contributes in the holistic growth of institute.
- The faculty demonstrate positive behaviour towards staff & other faculty members.
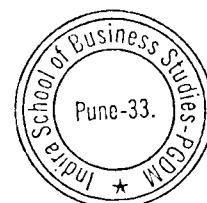
Definite Developmental Areas (rated 2 or 1):

- My colleague shares responsibility as a team member.
- My colleague conducts internal & external training programs
- The faculty takes full ownership of process he is handling.
- The faculty actively conducts & participate in departmental activities (eg. Club, guest session etc.).
- The faculty takes Responsibility of the task assigned.
- The faculty is proficient in admin work.

Suggested trainings/ Developmental Interventions:

- Training on Team Building and motivation
- Counselling by HOD
- Training on Domain
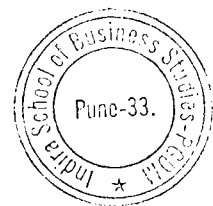
INDIRA SCHOOL OF BUSINESS STUDIES PGDM
FEEDBACK from Students
To be filled by - Students
Name of Faculty: Dr. Bagirathi Iyer
Name of Department: Marketing

Please read the following statements and select the category that best reflects your assessment of the faculty

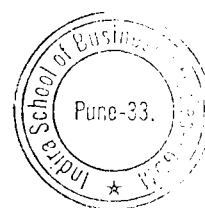| Sr. No.	Character	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
			1	2	3	4	5
1	TEACHING METHODOLOGY	1) The faculty uses different & engaging teaching methodologies while teaching					✓
		2) I understand the teaching of faculty					✓
		3) The teaching methodology used by faculty involves me as learner					✓
2	DISCIPLINE	1) The faculty reports to the session on time				✓	
		2) The faculty has class control				✓	
		3) Misbehaviour, late coming, late submission is not tolerated by faculty				✓	
3	RELEVANCE	1) The faculty make the subject relevant for me.				✓	
		2) The faculty gives subject related real examples of corporate world				✓	
		3) The assessments are relevant & increase my experience as learner.				✓	
4	RAPPORT	1) The faculty has good rapport with students				✓	
		2) I feel free to ask questions to the faculty				✓	
		3) The faculty teaches considering everybody's learning style & pace					✓
5	GROWTH	1) The faculty helps me in growing on personal & professional front					✓
		2) Interaction with the faculty outside the class adds value to my life					✓
		3) The faculty gives good inputs on platforms like CLDP, SIP etc.					✓

INDIRA SCHOOL OF BUSINESS STUDIES PGDM
FEEDBACK - Self (Teaching & Contri to Society)
To be filled by - Self
Name of Faculty: Dr. Bagirathi Iyer
Name of Department: Marketing

Please read the following statements and select the category that best reflects you

Sr. No.	Character	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
			1	2	3	4	5
1	TEACHING	1) Teaching is my passion				✓	
		2) I am always well prepared for my subject			✓		
		3) I teach with lot of industry examples & case studies				✓	
2	DISCIPLINE	1) I always go to my sessions on time				✓	
		2) I have good class control			✓		
		3) Late coming and misbehaviour of students is not allowed in my class				✓	
3	MANAGING CHANGE	1) I accept changing situations at work place with ease			✓		
		2) I have develop new subjects over the period of time				✓	
		3) I accept different responsibilities at institute				✓	
4	RESEARCH	1) I have achieved my research targets in this academic year				✓	
		2) My research paper is published in reputed journal (Scopus, ABDC etc.)			✓		
		3) I have a significant achievement to my credit in area of book or paper publication, research project, awards etc.				✓	
5	CONTRIBUTION TO THE SOCIETY (please write about your contribution to society)						

INDIRA SCHOOL OF BUSINESS STUDIES PGDM

FEEDBACK from - Peers
To be filled by - Peers

Name of Faculty: Dr. Bagirathi Iyer

Name of Department: Marketing

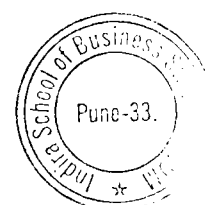*Please read the following statements and select the category that best reflects your assessment of your colleague.*

Sr. No.	Character	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
			1	2	3	4	5
1	COMMUNICATION	1) My colleague communicates clearly & timely			✓		
		2) I have seen my colleague communicating with students in professional manner			✓		
		3)My colleague have good command over language			✓		
2	TEAM PLAYER	1) My colleague is a team player (helps me in sharing cases, videos etc)					✓
		2) I am comfortable working with my colleague					✓
		3) My colleague shares responsibility as a team member			✓		
3	ADAPTABLE TO CHANGE	1) My colleague quickly adapts any new change in system					✓
		3) My colleague have positive attitude towards changes in organizational systems (like ERP, dress code, timing etc.)			✓		
		2) My colleague takes initiatives in learning new things			✓		
4	KNOWLEDGE SHARING	1) My colleague helps me solve my subject/research related difficulties				✓	
		2) My colleague contributes through writing research papers, books & helps me in my weak area				✓	
		3)My colleague conducts internal & external training programs		✓			

INDIRA SCHOOL OF BUSINESS STUDIES PGDM
FEEDBACK from - HoD (Departmental Activities)
To be filled by - Manager/HoD

Name of Faculty: Dr. Bagirathi Iyer

Name of Department: Marketing

Please read the following statements and select the category that best reflects your assessment of the faculty

Sr. No.	Character	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
			1	2	3	4	5
1	RESPONSIBILITY	1) The faculty follows all norms of institute like dress code, timing etc.			✓		
		2) The faculty conducts session as per plan			✓		
		3) The faculty takes full ownership of process he is handling		✓			
2	TEAM PLAYER	1) The faculty demonstrates team work (by adjusting sessions, contributing in syllabus development etc.)					✓
		2) The faculty actively conducts & participate in departmental activities (eg. Club, guest session etc.)		✓			
		3) The faculty is willing to share his expertise with others (by way of sharing cases, video, FDP etc.)				✓	
3	TEACHING	1) The faculty uses engaging & different teaching methodologies					✓
		2) The faculty shares current industry example while teaching					✓
		3) The faculty have good class control					✓
4	GOAL ALIGNMENT	1) The faculty achieves his/her research target each year			✓		
		2) The faculty attends External FDP & shares his knowledge with students & faculty members			✓		
		3) The faculty takes ownership of institutional activities (for eg. IBEP, CSR, MDP etc.)			✓		
5	KNOWLEDGE	1) The faculty can teach min 2 subjects & demonstrate good knowledge about the functional area					✓
		2) The faculty demonstrates his knowledge through undertaking research projects or consultancy				✓	
		3) The faculty demonstrates his knowledge through writing quality research papers, publishing books etc.			✓		

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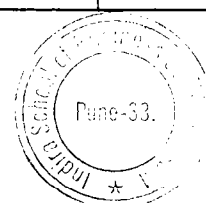
INDIRA SCHOOL OF BUSINESS STUDIES PGDM
FEEDBACK from - Director/ Registrar
To be filled by - Registrar/Director's office

Note: This document is only for record purpose & no marks to be allocated to it. (to be filled by Registrar)

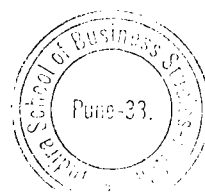| 1	Name of faculty	Dr. Bagirathi Iyer
2	Department	Marketing
3	Present Designation	Associate Professor

Name & Signature of Registrar

INDIRA SCHOOL OF BUSINESS STUDIES PGDM
FEEDBACK from - Director

Please read the following statements and select the category that best reflects your assessment of the Faculty

Sr. No.	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		1	2	3	4	5
1	The faculty takes Initiative and Drive activities			✓		
2	The faculty takes Responsibility of the task assigned		✓			
3	The faculty is proficient in teaching					✓
4	The faculty is proficient in admin work		✓			
5	The faculty contributes in the holistic growth of institute			✓		
6	The faculty demonstrate positive behaviour towards staff & other faculty members			✓		
7	The faculty demonstrate positive attitude towards students				✓	
8	The faculty is reliable & dependable					✓
9	The faculty has shown improvement in the areas indicated to him/her.			✓		
10	General remarks, if any					

INDIRA SCHOOL OF BUSINESS STUDIES PGDM
FEEDBACK from Support Staff
To be filled by - Support Staff
Name of Faculty: Dr. Bagirathi Iyer
Name of Department: Marketing

Please read the following statements and select the category that best reflects your assessment of the HoD

| Sr. No.	Character	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	Scale >>>	1	2	3	4	5
By Academic Co ordinator						
1	The faculty adjut session during emergency situations				✓	
2	The faculty informs about leave in advance				✓	
3	The faculty completes his syllabus in stipulated time				✓	
4	The faculty give me due respect while working					✓
By Admin Department						
1	The faculty places admin requirement in advance			✓		
2	The faculty follows dress code regularly					✓
3	The faculty follows all admin process like leave, on duty, early out, movement etc.		✓			
4	The faculty give me due respect while working			✓		
By Examination Department						
1	The faculty is punctual with respect to invigilation duty			✓		
2	The faculty follows all exam code of conduct			✓		
3	The faculty submits all assessments on time					✓
4	The faculty give me due respect while working			✓		
By Library Department						
1	The faculty follows library procedure for acquiring new books & journals				✓	
2	The faculty regularly visits library & library website to make effective use of resource available		✓			
3	The faculty is punctual regarding returning library books		✓			
4	The faculty give me due respect while working			✓		
By IT Department						
1	The faculty takes care of IT infrastructure provided to them (proper usage of printer, desktop, laptop etc.)					✓
2	The faculty follows ERP process in all required areas				✓	
3	The faculty solves basic IT related problems on its own				✓	
4	The faculty give me due respect while working			✓		

DR. BAGIRATHI IYER

Student feedback

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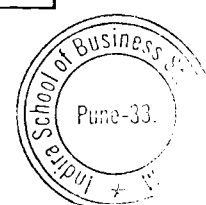
Positive Feedback (rating 3) 100%

Consolidated Feedback
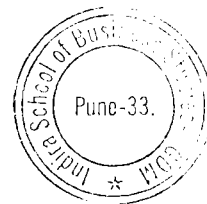
Students' Feedback
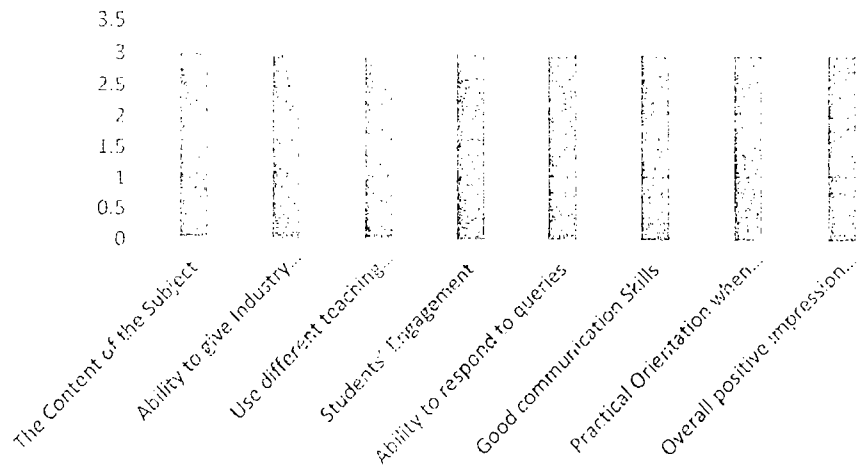
**Student Comments:**

- Sessions are good.

Remarks:

The students have an overall positive impression about teaching capabilities of Dr. Bagirathi. She has been marked as "good" on each parameter. Thus it can be concluded that she is satisfactory on "teaching parameters", however since she has not been rated "excellent" on any of the parameters, there is scope of improvement in all aspects.
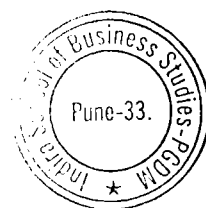
Self appraisal

Self Appraisal ;
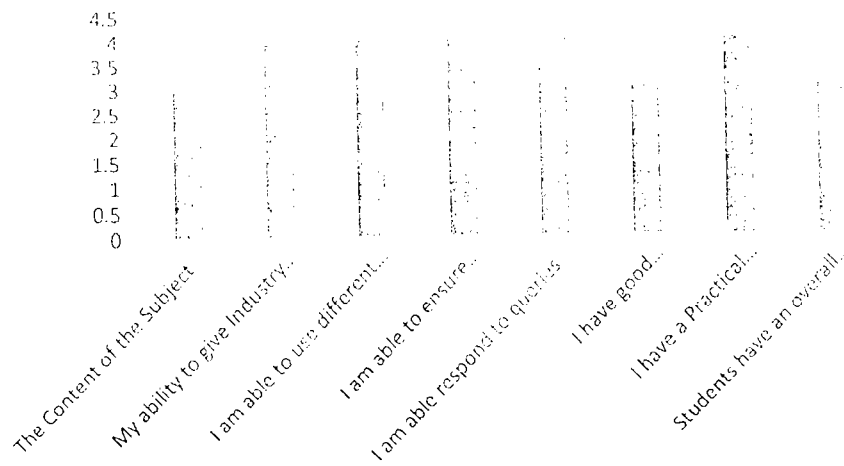
Remarks:

In all areas, self-appraisal is marked as either excellent or good (3). There are some areas where students' feedback is lower than self-feedback, and thus calls for introspection, such areas are:

- Ability to give Industry Examples
- Using different teaching methodologies
- Ability to engage students
- Ability to respond to queries
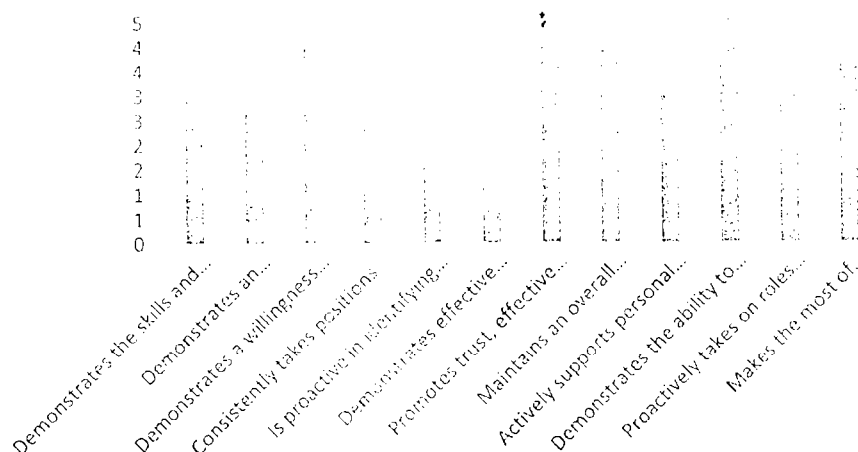- Having practical orientation when teaching subject

In rest of the areas, self-feedback is consistent with students' feedback.

In one on one discussion, HOD shall discuss the reasons for this apparent gap.

Appraisal by HoD

Appraisal by Supervisor

Remarks:

Dr. Bagirathi has received feedback from his HOD, ranging between 2 to 4.

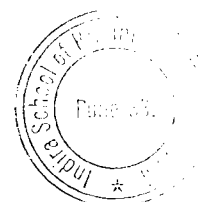Areas where she has been rated as excellent are:

- Demonstrating a willingness to work within prescribed structures as required.
- Maintaining an overall professional attitude (courtesy, consideration, diplomacy).
- Promoting trust, effective working in relationships.
- Demonstrating the ability to work in a team.
- Making most of professional development opportunities that are provided

There are some parameters where she has been rated as "good" and thus they become possible improvement areas, are

- Demonstrating skills and competencies required by job responsibilities.
- Demonstrating an awareness of the administrative requirements.
- Consistently taking positions and actions that support the goals of the institute.
- Actively supporting personal and faculty/staff professional continuous learning.
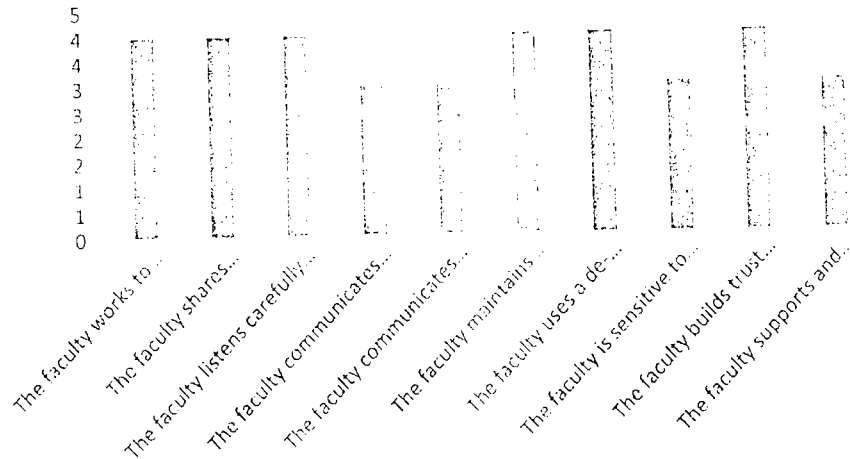- Proactively taking on roles and responsibilities as required

There are some definite areas for improvement where she has been rated as poor, such areas are:

- Proactively identifying and responding to issues that arise.
- Demonstrating effective communication skills in networks inside and outside the college.

Appraisal by Peers
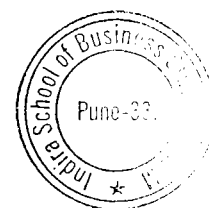
Peer Appraisal

Remarks:

Dr. Bagirathi has been rated as either good or excellent in all parameters. She has been rated as excellent on:

- Maintaining collaboration with others.
- Sharing knowledge by assisting others.
- Listening carefully and accepting feedback.
- Maintaining confidentiality and trust.
- Using a de-escalation oriented conflict resolution approach.
- Building trust among colleague

There are some possible areas of improvement where she has been rated as "good" are:

- Communicating with clarity in written and oral communication.
- Being sensitive to different communication styles.
- Supporting and contributing to high standards of performance

The HoD should bring out these aspects to faculty and encourage to have an open dialogue with the team members.

Strengths & Developmental Areas Summary of Dr. Bagirathi Iyer:

Strengths (rated excellent):	Strengths that others see but faculty himself rated lower:
• The faculty works to maintain collaboration with others. • The faculty shares knowledge by assisting others with work-related problems or issues. • The faculty listens carefully and accepts feedback. • The faculty maintains confidentiality and can be trusted. • The faculty uses a de-escalation oriented conflict resolution approach. • The faculty builds trust among colleagues. • Demonstrates a willingness to work within prescribed structures as required. • Promotes trust, effective working in relationships. • Maintains an overall professional attitude (courtesy, consideration, diplomacy). • Demonstrates the ability to work in a team. • Makes the most of professional development opportunities that are provided.	
Possible Developmental Areas (rated good): • Ability to give Industry Examples. • Use different teaching methodologies. • Students' Engagement. • Ability to respond to queries. • Good communication Skills. • Practical Orientation when teaching subjects. • The faculty communicates with clarity in oral communications. • The faculty is sensitive to different communication styles. • The faculty supports and contributes to maintaining high standards of performance. • Demonstrates the skills and competencies required by the job responsibilities. • Demonstrates an awareness of the administrative requirements. • Proactively takes on roles and responsibilities as required. • Consistently takes positions and actions that support the goals of the institute. • Actively supports personal and faculty/staff professional continuous learning.	**Definite Developmental Areas (rated poor or very poor):** • Is proactive in identifying and responding to issues that arise. • Demonstrates effective communication skills in networks inside and outside the college.

Suggested trainings/ Developmental Interventions:

- Counselling by HOD
- Domain Trainings

Trainings Undertaken:

- One on one coaching on "TIFF"
- FDP on Marketing Analytics
- Executive Certificate Programme in Digital Marketing and Social Media Strategy
- Workshop on 'Introduction to R & Descriptive Analytics and Representation with R'
- Workshop on 'How to Develop a Research Proposal
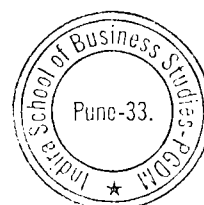
Consolidated feedback A.Y. 19-20

Name:	Dr. Bagirathi Iyer
Department:	PGDM-M

Self Appraisal

Statement	Rating
The Content of the Subject	3
My ability to give Industry Examples	4
I am able to use different teaching methodologies	4
I am able to ensure students' Engagement	4
I am able to respond to queries	4
I have good communication Skills	3
I have a Practical Orientation when teaching subjects	4
Students have an overall positive impression about my teaching effectiveness	3

Student Appraisal (Sem II and IV)

Statement	Aggregate Student feedback
The Content of the Subject	3
Ability to give Industry Examples	3
Use different teaching methodologies	3
Students' Engagement	3
Ability to respond to queries	3
Good communication Skills	3
Practical Orientation when teaching subjects	3
Overall positive impression about teaching effectiveness	3

Peer Appraisal

Statement	
The faculty works to maintain collaboration with others	4
The faculty shares knowledge by assisting others with work-related problems or issues	4
Demonstrates a willingness to work within prescribed structures as required	4
The faculty listens carefully and accepts feedback	4
The faculty communicates with clarity in written communications	3
The faculty communicates with clarity in oral communications	3
The faculty maintains confidentiality and can be trusted	4
The faculty uses a de-escalation oriented conflict resolution approach	4
The faculty is sensitive to different communication styles	3
The faculty builds trust among colleagues	4
The faculty supports and contributes to maintaining high standards of performance	3

Supervisor appraisal

Statement	Rating
Demonstrates the skills and competencies required by the job responsibilities	3
Demonstrates an awareness of the administrative requirements	3
Demonstrates a willingness to work within prescribed structures as required	4
Consistently takes positions and actions that support the goals of the institute	3
Is proactive in identifying and responding to issues that arise	4
Demonstrates effective communication skills in networks inside and outside the college	3
Promotes trust, effective working in relationships	4
Maintains an overall professional attitude (courtesy, consideration, diplomacy)	4
Actively supports personal and faculty/staff professional continuous learning	3
The faculty builds trust among colleagues	4
Demonstrates the ability to work in a team	4
Proactively takes on roles and responsibilities as required	4
Makes the most of professional development opportunities that are provided	4