

## Faculty Evaluation Committee Recommendation

**Academic Unit:** Department of Environmental Studies

**Prepared by:** Dr. Sable Griz, FEC Chair

**Candidate:** Dr. Monte Bear, Associate Professor

**Review Type:** Normal (salary increment)

**Date:** November 12, 2026

Dear Dr. Bear,

The Faculty Evaluation Committee has reviewed your Individual Performance Record covering AY 2024–2026, applying the Department of Environmental Studies Unit Standards (approved 2023) and the CBA §10.110(3) rating scale (less than normal / normal / above normal / outstanding).

**Teaching — Rating: NORMAL.** Your student evaluation scores averaged 4.6/5.0 across four courses reviewed, meeting the unit standard's threshold for sustained teaching effectiveness (Unit Standard §2.1). The Committee notes your redesign of ENST 305's field methodology unit, cited favorably by 11 of 14 written student comments.

[Additional discussion, analysis, justification, etc.]

**Research/Creative Scholarship — Rating: NORMAL.** You published two peer-reviewed articles (Journal of Environmental Policy, 2025; Ecological Applications, 2026) and secured a \$42,000 internal grant, satisfying Unit Standard §3.2's expectation of at least one peer-reviewed publication per evaluation cycle for associate rank.

[Additional discussion, analysis, justification, etc.]

**Service — Rating: NORMAL.** You served on the Curriculum Committee and advised the Environmental Studies Student Association, meeting the normal service expectation under Unit Standard §4.1.

[Additional discussion, analysis, justification, etc.]

## Application of the CBA Rating Standard

With normal performance across all three areas, the Committee finds this consistent with a normal salary increment under CBA §10.110(3)(b).

## Recommendation

1. Retention: The Committee recommends retention.
2. Salary Increment: The Committee recommends a normal salary increment.
3. Promotion: Not applicable this cycle.
4. Tenure: Not applicable this cycle.

This recommendation reflects the unanimous vote of the Committee (4-0).

Sincerely,

***Dr. Sable Griz***

**Dr. Sable Griz**

FEC Chair

Department of Environmental Studies

EXAMPLE