

604.3.1 Performance Evaluation of Faculty

Purpose:

The purpose of this policy is to establish Bismarck State College's process for conducting performance evaluations for all instructors. Evaluations are to be conducted positively and constructively, with the dual goals of documenting performance and promoting continuous instructional improvement. Through reflective practice and professional growth, the evaluation process supports teaching excellence, student learning, and alignment with the College's mission.

Policy:

- All new instructors must be evaluated in each of their first two semesters of teaching at BSC.
- All instructors will be evaluated at least once per academic year thereafter.
- It shall be the responsibility of the appropriate Academic Dean to ensure that instructor performance is appraised in accordance with the approved procedures.

Definitions:

Full-Time Probationary or Tenured Instructors: those instructors with full-time contracts, who have teaching effectiveness, scholarship and service responsibilities, who receive benefits, and who have annual contracts.

Special Appointment Full-Time Instructors: those instructors with full-time contracts who have teaching and service, responsibilities in their contracts. They receive benefits and have annual contracts.

Special Appointment Part-Time Instructors: those instructors who teach on a part-time basis with teaching responsibilities. Their term of employment is semester by semester and they do not have benefits.

New Instructors: any of the preceding classes of instructors who have not taught at least two semesters at Bismarck State College.

References:

[SBHE Policy 605.1 Academic Appointments](#)

History of This Policy:

First policy: January 19, 1981.

Revisions - October 31, 1985; November 4, 1985; July 1, 1987; June 1, 1990; August 7, 1997; January 12, 2004; October 20, 2009; July 31, 2012; October 24, 2016; May 31, 2017; reviewed by the Faculty Senate on March 5, 2020, reviewed by the Operations Council on March 11, 2020, and approved by the Executive Council on March 27, 2020.

Reviewed by Campus Council on October 27th, 2025, and reviewed by the Executive Council on October 15th, 2025, and approved by the President on October 20th, 2025.