

Feedback and suggestions from those discussions will be incorporated into the proposal for discussion and consideration by that body in fall 2004. The three areas proposed for evaluation under the new portfolio approach will be Teaching/Advising, Research/Creative Activity, and Service. Faculty portfolios, submitted each year, and a standardized rubric for evaluation and scoring are central to the proposal.

The above described proposal was not accepted by the Faculty Senate. However, it did lead to investigation into another proposal based on the work of Raoul A. Arreola and Lawrence M. Aleamoni (captured in their book *Developing a Comprehensive Faculty Evaluation System*) which the faculty reviewed carefully after an initial Faculty Retreat with Professor Aleamoni. However, after due deliberation, the decision was made to continue with the current MBO process. The revised Strategic Planning process emphasizes the importance of the MBO process linking more effectively to the strategies identified to address Strategic Challenges. 2007-2008 AY MBO's will determine whether the departments and individuals did indeed link to the new Strategic Plan.