

**BY ORDER OF
THE COMMANDANT**

AIR UNIVERSITY INSTRUCTION 36-105/AFIT SUPPLEMENT 1

23 JANUARY 1997



Personnel

FACULTY DEVELOPMENT, ENRICHMENT, AND EVALUATION

COMPLIANCE WITH THIS PUBLICATION IS MANADATORY

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AUI 36-105, 4 August 1994, is supplemented as follows:

1. Policy. Faculty development and evaluation is vital to the professional growth and development of faculty in all AFIT schools. Characteristics of a good faculty development and enrichment program, as well as an effective evaluation program are outlined in AUI 36-105. The programs should be consistent with accreditation guidelines.

2.3. Each AFIT resident school will publish an Operating Instruction (OI) to implement AUI 36-105. The OI will outline faculty development/enrichment and evaluation programs incorporating the elements addressed in AUI 36-105. A successful program can only be accomplished by obtaining active faculty participation. Hence, the OI should provide a process through which the faculty has the opportunity to participate in the establishment of faculty development, enrichment and evaluation programs. For an effective evaluation program, supervisory evaluations, peer review, and student feedback/critiques, as well as evaluation standards should be addressed in the OI. As a minimum, evaluation instruments should include communication skills, presentation techniques, lesson organization and pace, rapport, interaction, time management, use of audiovisual aids, and professionalism.

2.4. Schools will forward copies of their OIs to the AFIT Faculty development/enrichment and evaluation OPR, AFIT/CF. Additionally, schools will provide copies of OIs to AFIT/RP, who will forward them to AU/XOP.

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