



Faculty Name: Drew Mikita

Academic Year: 2023-2024

Faculty ID: 0374447

Dean(s): Anne Molle

ADI(s): Jotwan Daniels

## Faculty Annual Review and Evaluation (FARE)

As an institution that aspires to be the most inclusive and innovative student-centered college in the nation, Colorado Mountain College faculty members are involved in academic matters that extend well beyond the classroom. Teaching and Learning is the primary responsibility of faculty. Service to students, discipline, college, and community accompany the work of teaching and learning, and comprise an important aspect of the full-time faculty role. The Teaching and Learning/Service percentages may vary from year to year due to faculty workload changes and goals.

This form serves as a living document that allows faculty and supervisor to document the dynamic nature of Teaching and Learning, as well as Service activities conducted over the academic year. Goals and planned ongoing service will be listed on the next page and communicated to supervisor(s) within the first 45 days of the faculty contract cycle.

Full-time faculty in provisional status should refer to the Provisional Faculty Forms and Checklists for guidance on FARE development and check-ins in their first two years of employment.

Prior to the end of their contract year, all faculty should meet with their supervising Dean / ADI(s) for their annual review, in which the faculty has documented and reflected upon goals met. This review should also include discussion of the faculty's teaching and learning and service throughout the academic year.

## Teaching and Learning (80%, minimum 60%)

Proposed Courses	Term	Credit Hours	Completed	Reassignment Time/Notes
Positive Psychology-PSY2331 (BK)	Fall	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Abnormal Psychology-PSY2552 (BK)	Fall	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Abnormal Psychology-PSY2552 (DS)	Fall	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	OL
Human Growth and Development-PSY2440 (DL)	Fall	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Social Psychology-PSY3260 (BK)	Fall	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
General Psychology I-PSY1001 (DL)	Fall	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Personality Psychology- PSY4650 (BK)	Spring	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Psycho Pathology-PSY4600 (BK)	Spring	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Positive Psychology-PSY2331 (BK)	Spring	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
General Psychology-PSY1002 (DL)	Spring	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Health Psychology-PSY2333 (BK)	Spring	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Health Psychology-PSY2333 (DS)	Spring	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	OL
Abnormal Psychology-PSY2552 (BK-RRT)	Summer	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	OL
*Health Psychology-PSY2333 (DS)	Summer	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	OL
*Positive Psychology-PSY2331 (DL-RRT)	Summer	3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	OL

## Improving Teaching and Learning

With your Dean / ADI(s), go through your most recent course evaluations to identify areas where you most want to improve or refine your practice. Use this form for the observation

[https://coloradomtn.sharepoint.com/:w:/r/sites/AcademicAffairs/\\_layouts/15/Doc.aspx?sourcedoc=%7B8577B5C8-26C7-4BC8-A08C-B9DEA49F9C04%7D&file=Instructional%20Review%2023\\_24.docx&action=default&mobileredirect=true](https://coloradomtn.sharepoint.com/:w:/r/sites/AcademicAffairs/_layouts/15/Doc.aspx?sourcedoc=%7B8577B5C8-26C7-4BC8-A08C-B9DEA49F9C04%7D&file=Instructional%20Review%2023_24.docx&action=default&mobileredirect=true)

**Attach the Faculty Instructional Review when completed. Review with your Dean at your annual meeting.**

**Who will observe you this year?** Name: Jotwan Daniels

**What semester and course do you plan to have observed?** Social Psychology-Fall Semester

\*No observation done for the 23/24 year.

**Service** (20%, maximum 40%)

Identify in this section what service plans you have for the year with your supervisor. These should be 3-5 concrete, achievable, measurable goals, and can be short-term or multi-year long-term goals. It is advisable to incorporate student and professional feedback as much as possible. State whether you will need support from the college and/or your supervisor(s) and provide a description of support requested. At the end of the contractual year (Spring meeting), identify what service goals were completed and the outcomes of those goals using the definitions of service. [Definition of Service.](#)

If applicable (must be pre-approved by your dean), list any pre-approved reassignment time and reason/role:

	Goals / Planned Service	Describe Accomplishments
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>● Lead training for our HMS retreat</li> <li>● Lead a session on campus for our faculty and staff</li> <li>● Lead faculty for Social Psychology and organize and collaborate monthly meetings with all other instructors.</li> <li>● Lead faculty for Personality Psychology and organize and collaborate monthly meetings with all other instructors.</li> </ul>	<p><b>*Lead monthly meetings and provided support, including check-ins, course content, assignments, and anything needed for faculty for Social Psychology (Fall)</b></p> <p><b>* Lead monthly meetings and provided support, including check-ins, course content, assignments, and anything needed for faculty for Personality Psychology (Spring)</b></p> <p><b>*Created a document which contains links to all of my classes with course design (all requirements, rubrics, syllabi, assignments, and course content) as well as links to the current canvas shells to make sharing with faculty easier. <a href="#">Drew's Courses and Canvas Shells</a></b></p> <p>*Made content relevant – make content personal – students feel safe</p> <p>*Faculty of the Year!!</p>
<b>Service to Students</b> that enhances the student's experience and success, retention and completion:	<ul style="list-style-type: none"> <li>● Volunteer at orientation</li> <li>● Volunteer at student information days for the HMS programs</li> <li>● Coordinate at least one activity out of the classroom for students.</li> <li>● Recognize HMS students at graduation!</li> </ul>	<p><b>*Volunteered for orientation on campus and talked about student prep</b></p> <p><b>*Ran the "HMS Table" and chat with students, while also recruiting multiple students</b></p> <p><b>*Taught cooking class "Food and Feelings" where 8 students (and 6 community members) attended, class was free to</b></p>

		<p>participants after I fund raised the cost</p> <p>- Recognized the graduation speaker – helped with creations/edits of speech – Walked in graduates.</p> <p>- Recruited the waiter at the SHEESH retreat to HMS</p>
<p><b>Service to Discipline/Professional Development</b> that elevates the quality of the discipline/school:</p>	<ul style="list-style-type: none"> <li>● Hiring Committee</li> <li>● Retreat to Orlando</li> <li>● Teach new elective class (Psychopathology)</li> <li>● Support all our team with monthly check-in and supportive communication</li> <li>● Share all my resources with instructors in an organized and logical way to make their lives easier</li> </ul>	<p><b>*Lead a Student Engagement training at HMS retreat</b></p> <p><b>*Lead a second training for Personality in the Classroom at HMS retreat</b></p> <p><b>*Shared this above training with Summit Faculty</b></p> <p><b>*Member of hiring committee for Internship Coordinator position</b></p> <p><b>*Member of Edwards Faculty Hiring committee (and take two of it)</b></p> <p><b>*LOVED The Global Exchange Conference! – Dangers of Loneliness used in class/community, AI sexbots in health/sexuality, Body keeps the Score</b></p> <p><b>*Completed and built the Psychopathology class which is ready to share with anyone who wants it.</b></p> <p><b>*Checked in with Emily weekly and met with her numerous times to make sure she was feeling supported</b></p>
<p><b>Service to College and Community</b> that elevates the quality and reputation of the college, and engage the community and align with the mission and vision of the college:</p>	<ul style="list-style-type: none"> <li>● Institutional Review Board</li> <li>● Participate in student recruitment and engagement</li> <li>● Provide multiple community service trainings and support</li> <li>● Volunteer in at least 3 Non-profit activities</li> </ul>	<p><b>*Was an active member of the IRB and attended all meetings and reviewed all applicants – helped change in process for review of the research</b></p> <p><b>*Mentor Lindsey Gillmore on campus (class observations, guidance, helped with campus acclimatizing, worked on FARE)</b></p> <p><b>*Mentor Emily Schenk (Check ins, any support needed, etc.)</b></p> <p><b>*Presented multiple students information</b></p>

		<p>sessions for Orientation and Campus events - 4</p> <p>*Salida student HMS information sessions</p> <p>*Provided a Mental Health and Wellness Burnout talk to the Peak School (local charter school)</p> <p>*<a href="#">Club Forget Me Not Sledding event in March</a> (Coordinated, community member support photographed, and maintained website)</p> <p>*<a href="#">Club Forget Me Not Spring Overnight</a> (Coordinated, connected with the community members for support, photographed, and maintained website)</p> <p>*<a href="#">Food and Feelings Class</a></p> <p>*Offered grief and loss training/support after the loss of a student – faculty/staff and students.</p>
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Notes: Goal for next year:

- 1) One Admissions Info Night event
- 2) Fall Kick-Off breakout presenter high student engagement strategies

## Teaching, Learning and Service Rating

The following is the broad rating scale for the terms in the rubric.

- **Exceeds** would mean that you *consistently went well above and beyond* the plan of the document and your contractual expectations, that you *did significantly more than what your job expectations are*, and *created results that added significant, measurable and observable value* to students, CMC, a particular campus, the discipline **and** the school team.
- **Meets expectations** would mean you successfully fulfilled your job expectations for a full-time faculty member and consistently delivered/completed goals across teaching and service. You added value to the student experience, college, campus, discipline, and School within the range of expectations for your campus, discipline and the School.
- **Needs Improvement** would mean there are some things that are not up to par for the expectations of your job and could use some tuning up.
- **Intervention Needed** would be for situations where it is evident that the expectations of the job were not met, even with supports available and that specific, planned involvement with other resources is necessary.

**Overall Rating:** Please write in the comment box rational for rating; then sign and date.

**Overall summary for ALL areas for the whole year**

Student Comments:	Student comments: *See class surveys
Faculty select your rating: <b>*Meets Expectations</b> (Exceeds, Meets Expectations, Needs Improvement, Intervention)	Supervisor select your rating: Exceeds Expectations
Comment: <b>*I love my job and take great pride in serving our school, students, and community.</b>	Comment: Karen – Evolution in improving OL classes, ADA score above 90%, Seek similar engagement with OL students. Jotwan – Improving accessibility for all of his classes, predictable, welcoming, expands concepts, encourages students become drivers in their own learning, great attitude, jumps in fully with all he does, a great resource to all faculty/staff college wide. Chris – Incredible with students and the department, always willing to go the extra mile, genuine care for students.
Faculty Signature: Drew Mikita  Date: 5/29/24	Supervisor Signature: Chris Harnden  Date: 5/29/2024

**Service Rating:** Identify the level of completion by describing how the level was met; then sign and date.

Rating of performance in Service for the Year	
Faculty select your rating: Meets Expectations (Exceeds, Meets Expectations, Need Improvement, Intervention)	Supervisor select your rating: Exceeds Expectations
Comment/needs/ideas for the next year: I love our team and proud to be a part of it!	Comment/needs/ideas for the next year: Anne – Starts with a “yes” then go to the details, great attitude, continues seeking opportunities to grow. Chris – Embodies the values of the HSM fields, seeks to include, encourages value seeking, flexible.
Faculty Signature: Drew Mikita  Date: 5/29/24	Supervisor Signature: Chris Harnden  Date: 5/29/2024