![Colorado Mountain College logo]

Faculty Name: Drew Mikita   Academic Year: 2022/23

Dean(s): Dr. Anne Moll

ADI(s): Jenn Besser (Chris Harnden fits in here somewhere too)

Faculty Annual Review and Evaluation (FARE)

This Rating is the final rating for the year to be completed at the end of the contractual year. By typing your name in your chosen signature space, you are certifying this as your official signature and your summary evaluation rating.

Rating Scale
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	
Faculty select your rating: Meets Expectations	Supervisor select your rating: Exceeds
Comment: I gave it my all and feel I did everything asked of me and am grateful to be a part of our team	Comment: Drew always goes above others in service at all levels. He is open to travel, teach, change and grow. Superstar work.
DREW MIKITA Faculty Signature Date	*Anne Moll – electronically signed.* Supervisor Signature Date

	Supervisor Signature	Date

Instructions for Three Sections

Part 1: Faculty Workload Form - Completed prior to the start of the Academic Year ☐ Page 2

- **Objective:** This form documents the initial and then final course load and reassignment time over a faculty member's contractual period.

- **Timeframe:** Drafted prior to the start of the contractual obligation and completed on an annual basis upon fulfillment of a faculty member's contractual obligation.

Part 2: Instructional and Service Goals ☐ Page 4

- **Objective:** This section documents the initial plans and final accomplishments for the year and to document aspirations for the upcoming year.

- **Timeframe:** Drafted prior to the start of the contractual obligation and completed on an annual basis upon fulfillment of a faculty member's contractual obligation.

Part 3: Faculty Observation and Self-Review ☐ Page 7

- **Objective:** Faculty member and supervisor engage in a dialog via seven principles for effective teaching. Observation is conducted either by a supervisor or agreed upon third party (e.g., colleague, mentor, ADI). Both parties submit response and scoring on this form. Supervisor documents observation details on this form and faculty use this to list their instructional and/or pedagogical goals.

- **Timeframe:** This form coincides with classroom observations with respect to particular faculty rank.

Part 1: Faculty Workload Form

Faculty Name: Drew Mikita   Campus/Locations: Breckenridge/Dillon

Discipline(s) Psychology/HMS   Academic Year: 22___   Starting: 8/22/2022   Ending: 8/1/2023

School Dean: Dr. Anne Moll

ADI(s): Jenn Besser and Chris Harnden

Colorado Mountain College believes that effective, productive faculty members are involved in academic matters associated with the profession that extend well beyond the classroom. Teaching and Learning is the primary component involving 80% of Full Time Faculty workload and Service is 20%. Responsibilities of 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. Teaching and Learning cannot go below 60%.

This form serves as a living document that allows faculty and supervisor to document the dynamic nature of both Teaching and Learning and Service activities conducted over the academic year.

Confirmation of Expectations – Faculty - Please sign this at the beginning of the contractual year.

As Full Time Faculty at Colorado Mountain College, I am familiar with and will adhere to Chapter 1 of the CMC Curriculum and Instruction Manual: Curriculum and Instruction Manual , and Board of Trustees Policy 4.12 Full-Time Faculty Load. By typing my name and the date below, I certify that all the above information is correct to the best of my knowledge.

Drew Mikita, LPC   9/24/22
Signature   Date

Teaching and Learning (80%)

List the courses that are planned for the upcoming contractual year. At the end of each semester, put a Y in the completed column if appropriate or a N for not completed. If the course was not completed add a note (e.g., did not make rule of 8, changed to different course). If you changed to a different course add it at the bottom of the grid.

Proposed Courses	Term	Credit Hours	Completed	Notes
General Psychology I	Fall	3	Yes ☒ No ☐	
Positive Psychology	Fall	3	Yes ☒ No ☐	
Abnormal Psychology	Fall	3	Yes ☒ No ☐	
Social Psychology	Fall	3	Yes ☒ No ☐	
Human Growth and Development	Fall	3	Yes ☒ No ☐	For Leadville campus
Psychology of Personality	Fall	3	Yes ☒ No ☐	
Psychology of Personality	Spring	3	Yes ☒ No ☐	
Positive Psychology	Spring	3	Yes ☒ No ☐	
Abnormal Psychology	Spring	3	Yes ☒ No ☐	
Health Psychology	Spring	3	Yes ☐ No ☒	REPLACED WITH AN EXTRA SESSION PERSONALITY
General Psychology II	Spring	3	Yes ☐ No ☒	REPLACED WITH RRT POSITIVE PSYCHOLOGY

List the amount of time you have approved reassignment time and the reason/role.

Re-assignment time & Role:	Total Credit Hours (add teaching load from above and reassignment time): 39+ the possibility of adding an additional Health Psych
½ Semester of Abnormal Psychology for Laura **Summer classes still TBD but 6 credits anticipated** • Did not end up need to teach Laura's class • Summer is currently Health PSY Online (Possibly adding a second section because of student need) AND Abnormal Psychology RRT	

Assessment of ILO and SLO is a required component of the teaching for CMC courses.

Identify what discipline goal(s) you and your discipline will be assessing this year and in which courses.
- ISLO Outcome: Critical and Creative Thinking (ISLO 1.5 Outcome: Understand how individuals and social systems operate within particular contexts)
- Identify the cognitive processes impacting human growth development.
- Be in charge of logging data results from other sections
- Work with department to create new assessment in a different course (meeting in October to discuss)

At the end of the year, document which student learning outcome you assessed and what were your results? What will be done differently based on these results?

ISLO 1.5 Critical and Creative Thinking: Understanding how individual and social systems operate: *This was done in multiple Human Growth and Development classes and through a written assessment in Canvas questionnaires. See data results link listed above for specific responses on each question asked. This was also done through a developmental influences project investigating student chosen influences on social systems and we will also be exploring another possible outcome to assess*

~This was completed and results from my class were documented and logged. This will be the last semester of logging data for this class in this manner as we are looking at more in-depth analysis and assessment of student learning in this context.

Service (20%) Identify in this section what service plans you have for the year. At the end of the contractual year, identify what service goals were completed and the outcomes of those goals using the definitions of service. Definition of Service

	Planned	Accomplished and Impact
Service to Students that enhances the student's experience and success, retention and completion:	- Offer a cooking course at the college free to the students - Write letters of recommendation - Have a CMC student ski day at Breckenridge - Offer informal academic advising and mentoring	- Taught a cooking class for our students and the community with the culinary and biology department - Wrote 19 letters of rec for students - Had a small, but fun day in April skiing with 6 students and another faculty member - Worked very hard on the academic advising component and served students with guidance and support (didn't keep track, but realistically probably 25+ students) and was continuously recruiting students into the HMS program, can't directly count but several internal recruits and multiple recruits to CMC, including another chairlift recruit!
Service to Discipline/Professional Development that elevates the quality of the discipline/school:	- Have chapter 4 outlined for dissertation - Write three posts on Feel Awesomer related to Mental Health - Research starting a podcast on Mental Health - Maintain small mental health practice/Sport Psychology consulting	Have hit a snag with my dissertation and am currently determining next steps since the law changes have gone into effect are forcing me to look different directions - Wrote multiple posts on an array of mental health on Feel Awesomer including updating several existing articles - Have an outline and plan on starting a podcast and hope to launch this

		summer, the only issue is how focus/general to make the podcast. (general mental? Overall Wellness? Parenting? Sports Psych? TBD. Have three guests lined up and a platform to record and launch the podcast. • Maintained the Mental Health/Sport Psych practice. Treating 15 people (which is my maximum and a blend of bother MH an SP) Really enjoy staying fresh and engaged in the field.
Service to College and Community that elevates the quality and reputation of the college, and engage the community and align with the mission and vision of the college:	• Upgrade 2 classes to the 3000 and 4000 level for Canvas shells (Social and Personality) • Institutional review board member • Wellness Coordinator for Club Forget Me Not (Local Non-Profit) and Web manager • Complete 2 volunteer activities for Building Hope including public speaking • Continue to be a member for the 4 year PSY degree • Be on two search committees for HMS positions in Rifle and Steamboat • Serve as a mentor to new faculty Lindsey Gillmore	• Upgraded both Social and Personality to the higher levels. Have shared with colleagues to help make the process of implementation for new/other instructors easier. • ALSO I have created a template (color coded now for Chris's enjoyment) to build classes and am happy to offer it to other Instructors or maybe teach some of it. • Maintained and worked as a member of IRB • Worked 4 Club Forget Me Not events, maintained the website, was clinical staff, photographer and cook • Ran an Injury Support Group for Building Hope, Moderated a Mental Health Video night for BH (This was really cool and great for our community)

		• Do I need to even to talk about the hiring committees 😊 WE DID IT!!!!!! With Allisone, Libby, and hopefully Emily we have found are our awesome team • Mentored and worked with Lindsey Gilmore • Attempted to support new faculty in HMS but would like to be better in the future

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	Supervisor select your rating: Exceeds
Comment/needs/ideas for the next year: I love my job so much. I take such great pride in being a part of this team and helping the college progress and grow, especially this HMS program. WE ARE SAVING OUR COMMUNITIES! I want to continue what I am doing. One big thing for next year is to have my classes more organized (I am about half way on this never-ending task). I know we are going to be hiring more adjuncts and I want my classes to be little gift packages that I can hand off to them to build on and grow. I also want to improve my ability to guide and coach students on the HMS degrees (working on it). Lastly, I want to be the best support colleague for everyone I can.	Comment/needs/ideas for the next year: Always goes beyond the work he lists!
Drew Mikita 7/1/23 Faculty Signature Date	*Anne Moll electroincially signed 7/2/23* ‗‗‗‗‗ Supervisor Signature Date ‗‗‗‗‗ ‗‗‗‗‗ Supervisor Signature Date

Part 2: Instructional and Service Goals

Guidelines:

- Please fill out this form with your school dean at the beginning and end of the academic year.
- List three – five concrete, measurable, and achievable goals that include at least one goal from both instruction and service.
- Consider choosing one or more items from the IDEA results and target goals that address student feedback.
- 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 academic year, state how you achieved this goal or why the goal was not met. Identify if you want to continue this goal to the next year and why.

Goal #1
☒Instructional   ☒ Service   ☐ From Course Survey result
Description: Build two classes up to 3000+ level and build a model shell that can be used by other instructors
Need support from the college? ☒Yes   ☐ No
If yes, give a description of your needs: Already working with Martin Kollman and Instructional Design team to optimize efficacy and efficiency in creation of a Canvas shell
Goal was met?   ☒Yes ☐No   Do you want to continue this goal for the next year? ☐Yes ☐No If yes, please tell why in the explanation below.
Explanation of how goal was met and its impact, if the goal was not met and why. If you want to continue the goal explain why: **Received positive feedback and a gold star from Amy C about the way I design my courses and suggested I shared it with colleagues which I am doing currently and would like to do more of. If I continue**
Goal #2
☒Instructional   ☐ Service   ☐ From Course Survey result

Description:
Maintain 4.5+ in all areas of student survey and have no more than 1 negative remark in the qualitative responses

Need support from the college? ☒Yes ☒ No

If yes, give a description of your needs:

Goal was met? ☒Yes ☐No   Do you want to continue this goal for the next year? ☒Yes ☐No   If yes, please tell why in the explanation below.

Explanation of how goal was met and its impact, if the goal was not met and why. If you want to continue the goal explain why: **Students reported they liked my class, which is why I do this job, this crazy students of ours 😵 The impact we are currently having on our students will never fully be grasped. We are planting trees and flowers that we will never fully get to see the fruit of, which is beautiful. Having the opportunity to guide the minds that our saving our communities is a blessing and gift. These seeds that are planted will take over the roles that we play in our towns, and I couldn't be more comfortable and confident in that.**

Goal #3

☐Instructional ☒ Service ☐From Course Survey result

Description:
Support all team members in HMS department with whatever they need including faculty and director

Need support from the college? ☐Yes ☒No

If yes, give a description of your needs:

Goal was met? ☒Yes ☐No Do you want to continue this goal for the next year? ☒Yes ☐No If yes, please tell why in the explanation below.

Explanation of how goal was met and its impact, if the goal was not met and why. If you want to continue the goal explain why: **I checked in with Alison and Libby multiple times to see how I could provide support and offered and resources or canvas shells if needed. I also provided Laura with the Abnormal Psych template for her first time teaching it. While I feel I did this pretty well, I think I can improve and be better to our whole team.**

Goal #4

☐Instructional ☐Service ☐ From Course Survey result

Description:

Need support from the college? ☐Yes ☐ No

If yes, give a description of your needs:

Goal was met? ☒Yes ☐ No Do you want to continue this goal for the next year? ☐Yes ☐ No If yes, please tell why in the explanation below.

Explanation of how goal was met and its impact, if the goal was not met and why. If you want to continue the goal explain why:

Goal #5
☐Instructional ☐Service ☐ From IDEA result
Description:
Need support from the college? ☐Yes ☒ No
If yes, give a description of your needs of how goal was met and its impact, if the goal was not met and why. If you want to continue the goal explain why:
Goal was met? ☐Yes ☐ No Do you want to continue this goal for the next year? ☐Yes ☐No if yes, please tell why in the explanation below.
Explanation:

Goals Rating: Identify the level of completion, then sign and date.

Rating of Accomplishments for Goals	
Faculty select your rating: Meets Expectations	Supervisor select your rating: Meets Expectations
Comment/needs/ideas for the next year: **Learn more about our HMS program to better guide students and support them better. Build classes that are easily shared, support my colleagues however they need and be a face in our community for CMC's kick butt HMS program.**	Comment/needs/ideas for the next year: Met all his expectations!
_____ _____ Faculty Signature Date	Anne Moll – _____ Supervisor Signature Date _____ _____ Supervisor Signature Date

Part 3: Observation of Teaching and Learning

With your Dean, identify who, when and what teaching will be observed for the year. The observation form provides guidance in the major principles of effective teaching and learning. The 7 principles are research based and should guide the instructor in design, implementation and assessment of the learning experience.

Use this form for the observation: Faculty Observation Form

Who will observe you this year? Name:

When do you plan to be observed? Date:

What discipline and general lesson topic will be observed?