**Forest Ecosystems and Society Graduate Assistant Evaluation**

This evaluation should be completed by the graduate employee’s supervisor no less than once each academic year (Art. 15, Sec. 1). Prior to completing this evaluation, please review the duties described in the employee’s signed position description (available in the FES Department Office).

This evaluation assesses employee performance *only* (e.g., graduate research assistant, graduate teaching assistant).  
It must *not* be used to assess satisfactory academic progress (e.g., coursework, research, thesis writing), as that is assessed using a different form (FES Assessment of Graduate Student Academic Progress).

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| **POSITION INFORMATION** | | | |
| **Employee:** |  | **Employee’s Unit:** | FES |
| **Evaluator:** |  | **Evaluation Year:** | 2023-2024 |
| **Course(s) TA’d (only if a TA; otherwise leave blank):** |  | | |
| **Terms Evaluated:** |  | | |

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| **SIGNATURES** |
| *Graduate assistant signature confirms* ***receipt*** *of the evaluation. GAs may submit a written rebuttal for inclusion into the personnel record within 30 days of receipt of the evaluation (Art. 15, Sec. 4).* |
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| **OVERALL EVALUATION (REQUIRED)** |
| *The supervisor provides comments substantiating the overall performance rating. If there are areas in which the Graduate Assistant is expected to improve their performance, these should be noted in this section (starting on the next page).* |
| Exceeds Expectations  Meets Expectations  Does NOT Meet Expectations |
| Comments (Please add additional pages or documentation as necessary): |

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| **GENERAL EXPECTATIONS (OPTIONAL)** |
| ***Job Knowledge / Technical Competence:*** *Possesses and demonstrates technical, general, or other specific knowledge and skills required to perform job duties and accomplish stated objectives.* |
| Exceeds Expectations  Meets Expectations  Does NOT Meet Expectations |
| Comments (Please add additional pages or documentation as necessary): |
| ***Quality:*** *Demonstrates a commitment to providing quality work. Work performed is of high standard. Is not satisfied with producing work that is “just good enough.”* |
| Exceeds Expectations  Meets Expectations  Does NOT Meet Expectations |
| Comments (Please add additional pages or documentation as necessary): |
| ***Working Relationships and Communication:*** *Establishes and maintains cooperative working relationships with co-workers and supervisor. Responds actively and effectively to needs of students and colleagues. Respects abilities, decisions, and motives of co-workers, internal stakeholders, and partners. Speaks and acts ethically, fairly, and consistently. Practices timely, concise, and relevant communication.* |
| Exceeds Expectations  Meets Expectations  Does NOT Meet Expectations |
| Comments (Please add additional pages or documentation as necessary): |
| ***Interest and Initiative:*** *Displays enthusiasm, dedication, and interest in duties and responsibilities. Is a self-starter and proactive in their approach to the job. Demonstrates willingness to work beyond the usual or ordinary requirements of the job when needed. Shows initiative and flexibility in meeting challenges. Capable of acting independently when circumstances warrant.* |
| Exceeds Expectations  Meets Expectations  Does NOT Meet Expectations |
| Comments (Please add additional pages or documentation as necessary): |
| ***Judgement:*** *Demonstrates ability to analyze available data or circumstances, consider alternatives, and make well-reasoned and timely decisions that favorably affect performance and organizational goals. Acts reliably and responsibly, keeping the supervisor informed and aware of potential issues or areas that need attention.* |
| Exceeds Expectations  Meets Expectations  Does NOT Meet Expectations |
| Comments (Please add additional pages or documentation as necessary): |

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| **GOALS FOR THE NEXT EVALUATION PERIOD (IF APPLICABLE – OPTIONAL)** |
| *Please list any goals or areas of improvement / excellence discussed (can include written input provided by students, clients, or others who have direct knowledge of the employee’s performance (Art. 15, Sec. 2):* |
| Comments (Please add additional pages or documentation as necessary): |