

Annual Faculty Reviews (AFR) summary

AFRs are conducted each year where faculty are evaluated on their research, teaching, and service (external and internal) by a committee of faculty. The ratings in each category are binned into five groups: *Poor*, *Fair*, *Good*, *Very good*, *Excellent*, *Outstanding*. Below are my AFR ratings since I joined UMass in Fall 2014. See the AFRs and comments within for details.

Year	Research	Teaching	Service
2014-15	Excellent	Excellent	Excellent
2015-16	Outstanding	Very good	Excellent
2016-17	Excellent	Excellent / Very good	Excellent
2017-18	Outstanding	Excellent	Outstanding
2018-19	Outstanding	Excellent	Outstanding
2019-20 ¹	Excellent	Excellent	Excellent
2020-21 ¹	Excellent	Very good	Very good

[1] Work was significantly disrupted due to the COVID-19 pandemic and the AFR evaluation committee choose fewer adjectives to rate research, teaching, and service. In particular only "good", "very good" and "excellent" were used and the evaluation criteria has also changed to take into account the increased workload due to shifting needs to an online / hybrid format among others.