

ANNEX-7

Education and Teaching Performance Evaluation Implementation Principles

(Amended: Senate Resolution-24/04/2024-2024/05)

1. The scores to be received under the education domain within the scope of the annual performance evaluation of all faculty members and instructors employed at Kadir Has University are regulated under these implementation principles.
 2. Faculty members with research obligations are required to teach at least 4 courses per academic year, whereas faculty members without research obligations are required to teach at least 8 courses per academic year.
 3. The performance evaluation score for the core Education and Instruction domain shall be calculated as the sum of the following two components:
 - First and Second Semester Courses (65%)
 - Other Educational Activities (35%)
 4. The weight of the core Education and Instruction domain within the total performance evaluation shall be 30% for faculty members with research obligations, and 60% for faculty members without research obligations and for instructors.
 5. The score for each course shall be determined using the formula below. For courses without a Student Evaluation Survey Result, or where the survey completion rate of enrolled students remains below 20%, the survey result shall not be included in the course score calculation.
 - $\text{Course Score} = (\text{Course Category}^* \times 10) \pm \text{Survey Result}$
- *Course Categories:** To be determined according to the number of students:
- 0–24 students = 1
- 25–49 students = 2
- 50–74 students = 3
- 75+ students = 4
- Survey result < 4 → A deduction of 5 x Course Category points shall be applied. (–)

Survey result $> 4 \rightarrow +10$ points shall be added. (+)

Minimum / Maximum (No Survey Result / Below 20%)

Course 1: $(10 \pm \text{Survey}) = 5, 20 \quad 10$

Course 2: $(20 \pm \text{Survey}) = 10, 30 \quad 20$

Course 3: $(30 \pm \text{Survey}) = 15, 40 \quad 30$

Course 4: $(40 \pm \text{Survey}) = 20, 50 \quad 40$

6. Following the determination of each course score, the total score for First and Second Semester Courses for the Academic Year shall be calculated through proportional calculation and normalization within the framework of the rules set out below:

- The score obtained by the relevant faculty member from the courses taught in an academic year shall be proportioned to the relevant maximum score and normalized according to the weight specified in the Directive, and **the academic year education score** shall be calculated accordingly.
- The academic year shall be taken as the basis in determining the courses included in the calculation.
- Maximum Total Score to be Used for Proportional Calculation for One Academic Year:
 - For faculty members: 140 points, corresponding to 4 courses per academic year.
 - For faculty members without research obligations: 280 points, corresponding to 8 courses per academic year.