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Performance Appraisal of Faculty Members Based on Internal Quality Assurance System: A Delphi Study

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# **Performance Appraisal of Faculty Members Based on Internal Quality Assurance System: A Delphi Study**

## **ABSTRACT:**

Performance Appraisal (PA) aimed at faculty staff puts emphasis on several teaching, research, and administration duties. The educational institutions seek to adopt a systematic assessment of faculty performance according to the institutional quality system. The study argues that PA can be developed by Entrustable Professional Activities (EPAs) which determinate the competences of faculty through the processes of internal quality assurance (IQA). This study establishes consensus, by using Delphi study, among experts on performance appraisal tools, and aims to provide a framework for EPAs which can be listed to analyse the faculty roles. During three rounds of the Delphi process, 29 experts reported four main roles of faculty in IQA namely, instructor, planner, assessor, and mentor. Participants developed 18 tools can be used to assess 14 EPAs to demonstrate the necessary competences to execute these activities unsupervised.

**Keywords:** Performance appraisal, entrustable professional activities, internal quality assurance, faculty development.