

EVALUATION GRID NARRATIVE

Michael Boyce Wilson

Tenure Application

Classroom/Online Observation

Selected Rating: 5 EXCEPTIONAL

I chose to rate myself as “exceptional” in this area because my past observations have all gone very well with high ratings from observers. However, I have also received constructive criticism based on the need to provide a “road map” for my lectures. This feedback was incorporated by developing introductory slides and information containing lecture objectives and conclusive materials that better integrate the lesson into the greater flow of the course.

Student Evaluations: Statistics

Selected Rating: 5 EXCEPTIONAL

For this metric, I opted to select “exceptional” because I consistently achieve high ratings in student evaluations. The table below provides a summary of evaluation results available from Fall 2024 to Fall 2025. It should be noted that only 50 responses were received out of 380 total students who completed each semester in its entirety (13% response rate).

Overall Core Value % Positive	93%
People Matter % Positive	93%
<i>Shows respect for students</i>	4.63
<i>Collaborates with students</i>	5.00
Excellence Matters % Positive	94%
<i>Sets clear expectations</i>	4.67
<i>Encourages students to develop knowledge and skills</i>	5.00
<i>Supports student success</i>	5.00
Integrity Matters % Positive	93%
<i>Demonstrates consistency between words and behaviors</i>	4.65
<i>Handles confidential matters discretely</i>	5.00
<i>Takes action to resolve problems quickly</i>	5.00
Inclusiveness Matters % Positive	94%
<i>Promotes cooperation among students</i>	4.67
<i>Responds to requests for assistance</i>	5.00
<i>Communicates effectively with students regardless of background</i>	5.00
Communication Matters % Positive	93%
<i>Communicates effectively with students</i>	4.68
<i>Responds to requests for assistance</i>	5.00
<i>Communications performance standards and expectations</i>	5.00
<i>Provides helpful feedback on exams and assignments</i>	5.00
Average Core Value Rating	5.0

Student Evaluations: Comments

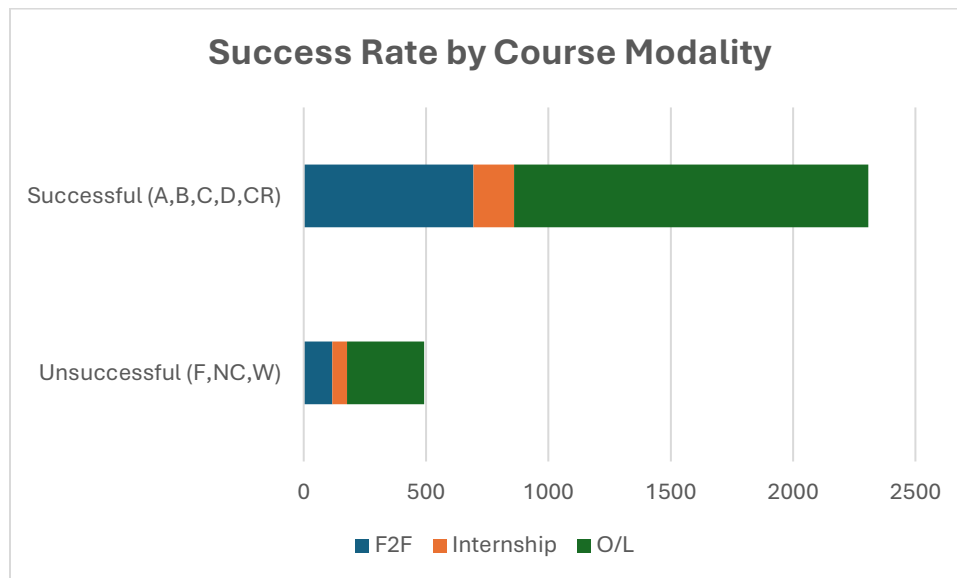
Selected Rating: 5 EXCEPTIONAL

I selected “exceptional” because I consistently receive extremely positive comments from students in their end-of-course evaluations. I review each comment and incorporate constructive criticism into my teaching methodology, course designs, and course activities. While much of the student comments involve general statements, such as “I think he is doing a great job,” I encourage my students to give honest, direct, and meaningful feedback that will help me to improve the course experience for the next set of students.

Grade Distributions

Selected Rating: 4 ABOVE AVERAGE

I have rated myself “above average” in grade distribution due to the high rate of success in the courses I teach as compared to the number of students who score a “D” or lower. Spring 2026 grade distribution is not included in this response, as the final report has not been made available by the Office of Institutional Research & Effectiveness at the time of this writing. My overall success rate from Fall 2018 through Fall 2025 is 82% (Face-to-Face = 86%, Online = 82%, Internships = 74%).

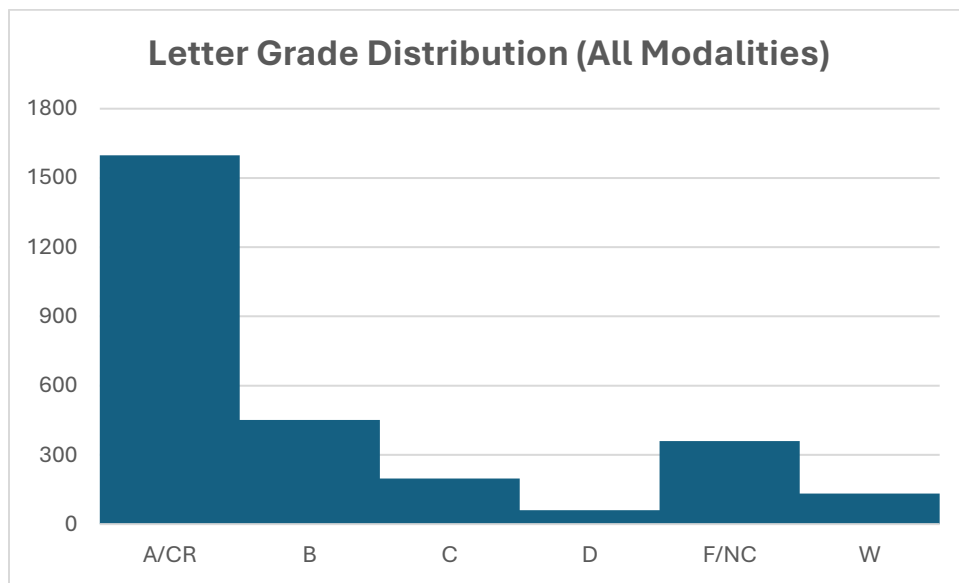


My Fall 2018-Fall 2025 grade distribution is demonstrated below. While normal distribution of grades is often preferred, the skewed data depicted below can be explained by several significant factors:

1. Internships receive only a credit (CR) or no credit (NC) grade. NC grades are weighted the same as an F whereas CR grades are weighted as an A. As such, the

binary nature of internship grades inflates the A and F columns in which they are depicted in.

2. I focus extensively on the development of both contextual and practical skills in my courses. As such, I allow students to rework assignments that they do not perform well on. This rework requires that students meet with me in advance, discuss where performance is less than desired, then allow them an additional attempt to complete the work. Given that I weigh practical application activities more heavily than rote memorization activities, grades are inflated as they do not represent the students' initial attempts should they choose to rework the assignment.
3. I offer tutoring assistance to my students should they desire to participate. While I have posted office hours designed to meet student needs based on course modality, students also may schedule time with me outside of office hours to receive additional instruction and tutoring. This allows students to put forth additional effort to maximize their grade in the course.

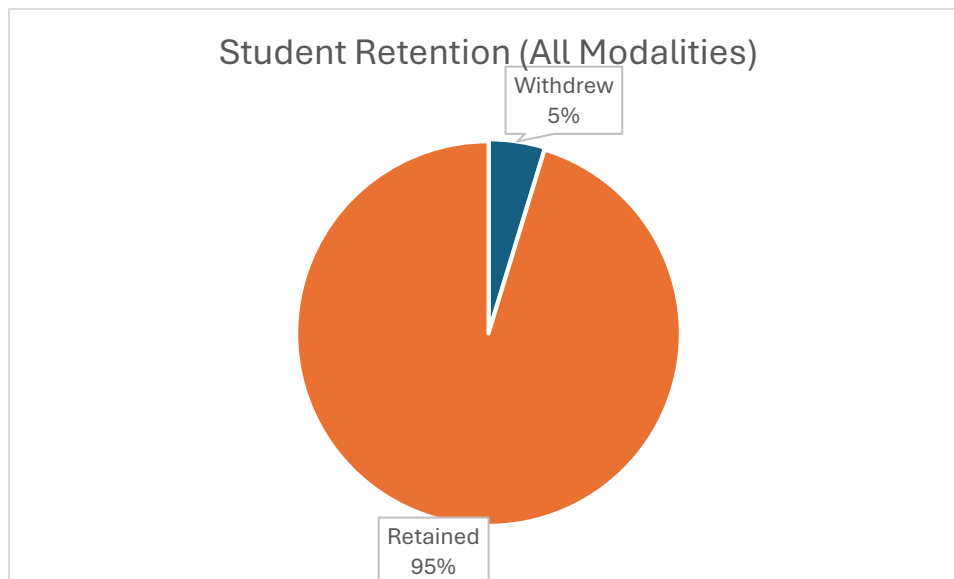


Student Retention and/or Retention Rate

Selected Rating: 4 ABOVE AVERAGE

I have rated myself “above average” in this area because my retention rate for Fall 2018 to Fall 2025 semester is 95% (96% Face-to-Face, 96% Online, 87% Internships). While such a retention rate appears exceptional, I focus heavily on creating classroom experiences that encourage consistent attendance and performance while simultaneously creating a desire to return time and again. If we fail to consider those students who withdraw, we miss

valuable opportunities to improve course design and the offering of assistance that could have improved the student's outcome during the semester.



Collegiality: Peer Input

Selected Rating: 5 EXCEPTIONAL

I have rated myself as “exceptional” in this category because I have participated in a number of activities that provided me with the opportunity to give and receive peer input. I have participated as a presenter for the Summer Faculty Institute and Professional Development Day, as well as on numerous committees during my time at MCC. I have also served as program director for Business Programs during my time at MCC. I seek opportunities to discuss course design and instructional methodology with other faculty in an effort to identify areas in which I can improve my own courses and contribute to the greater experience for our students. I believe that peer input is an invaluable resource for self-improvement.

Collegiality: Representation

Selected Rating: 5 EXCEPTIONAL

I selected “exceptional” for this category because I have represented the college in several ways. I participated in recruitment and discussion opportunities with potential students at the YES! Expo and various on- and off-campus recruiting events. I continue to seek opportunities to speak with local businesses about the value of investing in their employees' education at MCC. I participated in the mentoring program as a mentee and have served as the M&M Program coordinator. Outside of MCC, I am the chairperson for the Heart of Texas Regional Interoperable Communications Coalition, team leader for the Waco/McLennan County Community Emergency Response Team, and voting member of

the Heart of Texas Regional Community Preparedness Working Group. These positions have enabled me to discuss the importance of many of our programs, as well as the role MCC plays, with stakeholders throughout Bosque, Falls, Freestone, Hill, Limestone, and McLennan Counties while also demonstrating the value of the expertise that our faculty and staff provide to the greater community.

Collegiality: College Committees & Special Projects

Selected Rating: 5 EXCEPTIONAL

I rate my involvement with college committees and special projects as “exceptional” because I believe in performing additional support services for the college. As a servant leader, I believe that we can only affect change for the better if we are willing to serve alongside others to create the momentum for improvement. I have served on the Brightspace Transition Team, numerous hiring committees, as Business Program director, and as a building preparedness coordinator.

Portfolio (Items Posted in SharePoint)

Selected Rating: 4 ABOVE AVERAGE

I have rated myself as “above average” in regard to my portfolio because all required items are included and accurate; however, I do not believe that there is anything present in my portfolio that proves to be exceptional beyond any other contribution by faculty at MCC.

PDP & Accomplishments

Selected Rating: 5 EXCEPTIONAL

I rated myself as “exceptional” because I continually pursue intensive development activities within my Professional Development Plan. Specifically, I am currently seeking approval on the final components of my doctoral dissertation while also working to complete several industry certificates that are directly related to the various courses that I teach. I plan to continue pushing myself to find new opportunities to grow as an instructor, advisor, servant, and leader at MCC. Opportunities for achieving this growth are provided by completing professional development training and activities.