



Vargas, Ricardo S

Assistant Professor, Information Technology

Manager: McBee, Mitch (1001152)

Evaluated By: McBee, Mitch (1001152)

2025 - Faculty and Librarian Contract Eligible Summative Evaluation Form

Organization: Online STEM IT (McBee, Mitch
(1001152))

Location: Broward College Online

01/01/2025 - 12/31/2025

Acknowledgement

Manager

Entered by: McBee, Mitch (1001152) **Date:** 11/24/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Vargas, Ricardo S (21599) **Date:** 11/23/2025
Status: Acknowledge Review
Comment:

I. TEACHING - A.

Content Knowledge is the formally-recognized knowledge and skills faculty members possess in a chosen field. A professor's professional expertise ensures that content is taught in adequate depth.

Manager Evaluation

Rating: Exceeds Expectations
Response: Professor Vargas demonstrates strong content knowledge and professional expertise across the IT discipline, ensuring students receive instruction that is both rigorous and industry-relevant. He effectively explains complex technical concepts, incorporates current tools and standards, and maintains alignment with evolving workforce demands. His depth of understanding supports high-quality learning experiences and reinforces student confidence in mastering foundational and advanced IT competencies. Through continuous professional development and real-world application, Professor Vargas consistently ensures that course content is delivered with accuracy, clarity, and appropriate depth.

I. TEACHING - B.

Instructional Delivery represents those interactive skills that promote or facilitate the achievement of learning outcomes.

Manager Evaluation

Rating: Exceeds Expectations
Response: Professor Vargas consistently demonstrates effective instructional delivery through clear communication, engaging demonstrations, and hands-on learning opportunities that reinforce key IT concepts. He

encourages participation, supports problem-solving skills, and adapts his teaching strategies to meet diverse student needs. By integrating real-world applications and emerging technologies, he ensures students remain motivated and connected to course objectives. His interactive approach promotes deeper understanding, fosters collaboration, and directly supports the successful achievement of learning outcomes within IT programs.

I. TEACHING - C.

Instructional Management includes those organizational and operational tasks involved in maintaining and operating a class or employing strategies, resources, and/or library activities that support learning outcomes.

Manager Evaluation

Rating: Exceeds Expectations

Response: Professor Vargas excels in instructional management by maintaining organized and well-structured courses that support student success. He provides clear expectations, timely communication, and consistent learning resources through effective use of instructional platforms and technology. His proactive planning ensures smooth class operations, while structured activities and support materials help students stay engaged and on track. By thoughtfully coordinating assignments, lab experiences, and academic support tools, he reinforces learning outcomes and fosters an environment where students can confidently progress toward mastery of IT competencies.

I. TEACHING - D.

Service to Students comprises work done to benefit students outside of holding class or responding to student work.

Manager Evaluation

Rating: Exceeds Expectations

Response: Professor Vargas demonstrates strong commitment to student success beyond the classroom. He is approachable, responsive, and consistently provides support with academic planning, career development, and skill-building opportunities. He actively engages in mentoring, encourages participation in IT-related activities, and connects students with valuable resources. His dedication to fostering confidence and professional readiness contributes to improved retention, student satisfaction, and overall success in the IT program.

II. SERVICE TO THE COLLEGE

List any college-related activities other than teaching and professional development that support the College (e.g., committee work, campus/Pathway/departmental governance, Faculty Senate or UFF-BC participation). See Article 7.20 for types of activities that are considered as service to the College.

Manager Evaluation

Rating: Exceeds Expectations

Response: Professor Vargas serves on the college-wide Environmental Committee, the New Faculty Institute, grade appeal committees, among others. He is the chair of the New Initiatives committee. He exceeds his PD requirement. He also attends college-wide meetings, Pathway meetings and department meetings.

III. PROFESSIONAL DEVELOPMENT

Pursuant to Article 7.40, Faculty shall receive a minimum rating of “Meets Expectations” if the last professional development cycle was completed on time.

Manager Evaluation

Rating: Exceeds Expectations

Response: Professor Vargas exceeds this item.

IV. OPTIONAL ACTIVITIES OR ACHIEVEMENTS

List any optional community service activities in which the Faculty member engaged during the evaluation period.

Manager Evaluation

Response: Fort Lauderdale Beach clean up and the Bill Bones cycling safety awareness ride.

List any honors, professional achievements (e.g., certifications), or awards received during the evaluation period.

Manager Evaluation

Response: Professor Vargas has earned graduate credits from Harvard College and continues his academic pursuits at the college.

PERFORMANCE IMPROVEMENT PLAN, If Needed

If “Needs Improvement” rating is checked for any of the categories above, a Performance Improvement Plan and a completion timeline will be developed in consultation with the Faculty pursuant to Article 7.50.

Manager Evaluation

Rating: No

Response: Professor Vargas exceeds in his Faculty role.