

Summary of enhanced peer review process as proposed by 2020-21 Faculty Red Committee

1. Tenure Track Faculty

- a. Two observers/evaluators annually (current practice is one in most departments)
 - i. The faculty member will provide the chair/director of the department suggestions for one of the observers/evaluators from within the faculty member’s discipline. The chair/director will select from the suggestions.
 - ii. The second observer/evaluator will be selected by the chair/director.
- b. Retention Years 1-3
 - i. Pre-observation interview with faculty member and both observers
 - ii. Observation, attended by both observers (formative)
 - iii. Observers provided formative feedback in the form of the department evaluation tool
 - iv. The evaluated faculty will access resources (CAFÉ, etc.)
 - v. Second observation (evaluative)
 - vi. Debriefing session with all members
 - vii. Each observer provides a department evaluation tool to be uploaded into the e-dossier
- c. Years 4-Tenure
 - i. Pre-observation interview with faculty member and both observers
 - ii. Observers will be selected by same procedure as years 1-3
 - iii. Observation will include 2 consecutive class meetings (observers will attend both)
 - iv. No longer formative
 - v. Each observer will complete the department evaluation tool and provide to the faculty member to include in the e-dossier
- d. Promotion
 - i. Same process as years 4-tenure.
 - ii. Exception: Faculty seeking promotion must have a peer observation within one previous year of seeking promotion. (Currently it is within two years)
- e. Proposed timeline

Actions	Year 1	Year 2	Year 3	Year 4	Year 5	Tenure
When is e dossier due?	Jan 2021	Sept. 2021	Sept. 2022	Sept. 2023	Sept. 2024	Sept. 2025
When should observations occur?	August-December 2020 (first semester of teaching)	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Spring 2025

- f. For all years, the annual observation occurs during class sessions of the faculty’s primary teaching method (traditional, laboratory, clinical, online)

- g. If a faculty teaches in multiple modalities, the chair/director may have the faculty include more than one modality.
- h. Online teaching processes will need additional clarity, which may include evaluation of a single module or two consecutive models for years 4-Tenure.