

Compromise enhanced peer review proposal

A. Faculty retention during years 1 – 3

Faculty members undergoing a peer review during years 1-3 shall receive two evaluations: Formative and Summative. Suggested change to have only one evaluator for each evaluation that occurs during year 1, but keep two evaluators for each evaluation in years 2 and 3. With current RTP schedule that would mean the following:

1. Faculty year 1

- a. Fall: Chair or chair's designee performs one formative and one summative evaluation by visiting two sessions of the same course.
- b. Spring: Faculty under review chooses a faculty reviewer (must be a different person than the fall reviewer). The reviewer performs one formative and one summative evaluation by visiting two sessions of the same course.

2. Year 2:

Peer review process as proposed by RTP Policy Committee (two reviewers, both complete formative and summative reviews)

3. Year 3:

Peer review process as proposed by RTP Policy Committee (two reviewers, both complete formative and summative reviews)

B. Faculty retention during years 4 – tenure and promotion

Faculty members undergoing a peer review during years 4-tenure and faculty undergoing a promotion review shall receive two evaluations, which shall be summative only. Suggested change to have only one evaluator for each evaluation during these years and for promotion as noted below:

1. Years 4 – tenure:

Two evaluators (one chair or designee, one chosen by faculty member) each complete one summative evaluation, could be same course, could be different courses

2. Promotion process:

In the year prior to promotion, two evaluators (one chair or designee, one chosen by faculty member) each complete one summative evaluation, could be same course, could be different courses

NOTE: The RTP Policy Committee members feel strongly that that the Formative evaluation reports must be included in the e-dossier. The executive committee supports this for the purpose of record-keeping.

- The RTP Policy Committee is willing to include a note on the peer-review template stating:
 - “Formative evaluations will not be used as criteria to evaluate faculty. Only summative peer evaluations will be used as evaluative criteria.
- Informal peer reviews can always be conducted. Those have never been and will not be included in the e-dossier.
- Without the formative evaluation in the e-dossier, it is impossible to track improvements in teaching performance. The faculty member cannot discuss improvements in teaching without referencing the formative evaluation. Further, there is no way to document that the formative evaluation occurred if it is not included in the e-dossier.