

Enhanced Peer Review Process

Amendment needed for the 4th bullet-point below highlighted in yellow:

{The general specifications approved by faculty senate on Thursday Sept. 23rd are as follows:

- Two peer reviews will be required.
- If the faculty under review teaches only in-person, both peer reviews will be conducted in-person.
- If the faculty under review teaches only on-line, both peer reviews will be conducted on-line.
- If the faculty under review teaches both in-person and on-line, one peer review will be conducted in-person and the second will be conducted on-line.}

The problem with implementing the 4th bullet-point above is that, in years 1-3, the two evaluations are one formative and one summative, both of which must be accomplished in the same course and modality as per the Red Committee report. This will result in double the number of evaluations for the faculty in years 1-3 which will create inequity in terms of expectations.

Alternate language suggestion for **bullet-point 4** above:

- If the faculty member under review teaches both in person and online:
 - the faculty member and the chair should mutually agree on the modality to be observed for faculty being reviewed for years 1-3*.
 - one peer review will be conducted in person and the second will be conducted online for faculty being reviewed for years 4-tenure or promotion.

*Note: The logistics of conducting both formative and summative evaluations online and in-person will double the number of evaluations and will create inequity.

Here's how the four bullet-points will look with the suggested amendment:

- Two peer reviews will be required.
- If the faculty under review teaches only in-person, both peer reviews will be conducted in-person.
- If the faculty under review teaches only on-line, both peer reviews will be conducted on-line.
- If the faculty member under review teaches both in person and online:
 - the faculty member and the chair should mutually agree on the modality to be observed for faculty being reviewed for years 1-3.
 - one peer review will be conducted in person and the second will be conducted online for faculty being reviewed for years 4-tenure or promotion.