Academic Affairs (/)

Office of the Provost and Academic Affairs

Peer Evaluation of Teaching

UO Senate legislation of 1996 established a policy requiring peer reviews of teaching for tenure-track faculty. The legislation also established criteria and procedures for conducting these evaluations. These criteria and procedures are equally relevant to the peer evaluation of instructional non-tenure-track faculty.

CRITERIA FOR PEER EVALUATIONS

Specific criteria for peer reviews should reflect, but not be limited to five important aspects of teaching.

- Intellectual content of the material taught, including relevance, breadth and depth
- Instructor's grasp of the material; ability to present content clearly and logically, to place specific material within thematic contexts and to demonstrate the significance and relevance of course content.
- Instructor's ability to engage and challenge students and to teach critical thinking and questioning skills.
- Instructor's ability to provide intellectual inspiration and leadership and to awaken new interests.
- Instructor's use of innovative approaches to teaching and/or use of instructional technology to enhance the

PEER EVALUATION PROCESS

- Units should follow the time frame for notification to faculty before a peer review is conducted as described in their policies on NTTF and TTF review and promotion.
- For review periods of more than one year, courses to be evaluated should be a mix of lower division, upper-division, and/or graduate-level courses chosen by the unit head or supervisor in consultation with the faculty member.
- Evaluators of tenure-track faculty should be tenured and of higher academic rank than the faculty member being evaluated, and should be chosen by the unit head or supervisor in consultation with the faculty member. Evaluators of non-tenure-track faculty are recommended to be at the same or a higher rank than the faculty member being evaluated, and should be chosen by the unit head or supervisor.
- Evaluations should include, but are not limited to, teaching materials (syllabi, exams, student performance, etc.) and at least one classroom visit.
- A written report addressing the evaluation criteria should be prepared and signed and dated by the evaluator. The report should indicate whether the classroom visit was spontaneous or arranged in advance with the faculty member being evaluated.
- Spontaneous reviews are discouraged. It is preferred to give at least one week advance notice prior to the review.

RECORDKEEPING

- The department should archive the written evaluations for use in future faculty evaluations.
- One copy of the signed and dated peer evaluation shall be

- Upon request, a copy of the written peer evaluation should be provided to the faculty member being evaluated.

FREQUENCY OF PEER EVALUATION

Each career non-tenure-track instructional faculty member is expected to undergo at least one peer review of teaching per contract period.

Each untenured tenure-track faculty member must have at least one course evaluated by a faculty peer before the mid-term review. A recent faculty peer review of teaching must be included in the faculty member's file for the mid-term review.

Each tenure-track faculty member must have at least one course evaluated by a faculty peer during each of the three years preceding the faculty member's promotion and tenure review.

Each tenured faculty member at the rank of associate professor must have at least one course evaluated by a faculty peer every other year until promotion to full professor.

Each tenured faculty member at the rank of full professor must have at least one course evaluated by a faculty peer every three years.

RESOURCES FOR EFFECTIVE PEER REVIEW

The University of Oregon Teaching Engagement Program provides a variety of useful resources for instructors, including classroom observations and recording

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Dashboard (/admin/dashboard)   Content (/admin/content)

Structure (/admin/structure)   Configuration (/admin/config)   Help (/admin/help)

Main Menu (/admin/structure/menu/manage/main-menu)   Add content (/node/add)

Find content (/admin/content)   Manage files (/admin/content/file)

/index.jsp?what=rootMenu&rootMenuId=2) is a comprehensive source for documenting, assessing and improving student learning.

QUICK LINKS

Current UA CBA (/sites
/academicaffairs2.uoregon.edu
/files
/2015-2018_cba_final_linked_0.pdf)

UO Policy Library
(http://policies.uoregon.edu/)
☍

Faculty Handbook
(/faculty-handbook)

Forms and Templates
(/content/academic-affairs-
forms)

Workshops (/workshops)

Departmental & Unit
Policies (/content
/departmental-policies)

Academic Leadership
Contact List (/content
/academic-leadership-

RESOURCES

Tenure-Track Faculty (/ttf)

Non-Tenure-Track Faculty
(/nttf)

New Hires (/new-hires)

Academic Affairs Archive
(/content/academic-affairs-
archive)

Contact Us (/content
/about-us)

Office of Academic Affairs
207 Johnson Hall
1258 University of Oregon
Eugene, OR 97403

P: 541-346-3081
F: 541-346-2023

academicaffairs@uoregon.edu
(mailto:academicaffairs@uoreg

(HTTP://UOREGON.EDU?UTM_SOURCE=BANNER-MODULE&
UTM_CAMPAIGN=FOOTER)