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

- Courses to be evaluated should be a mix of lower division, upper division, and graduate-level courses chosen by the department head in consultation with the faculty member.
- Evaluators should be tenured and of higher academic rank than the faculty member being evaluated, and should be chosen by the department head in consultation with the faculty member.
- 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 by the evaluator. The report should indicate whether the classroom visit was spontaneous or arranged in advance with the faculty member being evaluated.

RECORDKEEPING

- The department should archive the written evaluations for use in future faculty evaluations.
- One copy of the peer evaluation shall be placed in the permanent personnel file of the person being evaluated.
- All reports of peer evaluations shall be included in the faculty member's promotion and tenure file, and are to be carefully reviewed at the department and school/college level.

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 tenure-track faculty member must have at least one

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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 Effectiveness Program provides a variety of useful resources for instructors, including classroom observations and recording (http://tep.uoregon.edu/services/observation/observe.html) .

The Peer Review of Teaching Project (http://www.courseportfolio.org/peer/pages /index.jsp?what=rootMenuD&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)

RESOURCES

Tenure-Track Faculty (/ttf)

Non-Tenure-Track Faculty (/nttf)

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