

Department of Civil & Environmental Engineering
Policy for Peer Evaluation of Teaching
1994

This department has carefully considered peer evaluation of teaching in department meetings and adopted six criteria which could be used in any promotion case:

- a) Student evaluations and ratings of teaching.
- b) The candidate's record of undergraduate and graduate student guidance and mentoring.
- c) Development of new teaching techniques and methodologies.
- d) Review of course materials used.
- e) Visitation to classes by faculty or review of video taped classes.
- f) Opinions of former students.

The department does not require that all six criteria be implemented unless it appears that teaching effectiveness might be considered less than departmental and campus expectations based upon a detailed assessment of student evaluations. In particular, the department does not consider d) formal review of course materials, e) visitation to classes by faculty, or f) formal written opinions of former students necessary in cases where the faculty and chair conclude that the teaching record is strong based upon the assessment of student responses in their evaluations AND the assessment of faculty colleagues very familiar with the content of the courses the candidate has taught.

Most importantly, as individual faculty members, we read the unfiltered comments of all students and then collectively discuss the following:

- a) The materials we have seen on the student evaluation forms,
- b) The information provided by faculty in the immediate teaching area of the candidate, and
- c) The preparation of students coming out of the candidate's classes.

We deliberate on all facets of the information available and at the end of the discussion each faculty member is encouraged to provide written comments on their ballot form describing their assessment of the candidate's teaching. This department has a long history of evaluating teaching very seriously and believe our record shows we have been effective.