

Senate Report, 10/9/2014

Stakeholder Feedback on **2.20 Peer Observation of Teaching**

We want to thank the HOP committee members and others for their hard work in developing this proposal. There was a considerable amount of feedback. All comments are included in a separate document. Most comments fall into four broad categories:

- Impact on workload (e.g., differential impact on departments based on the ratio of tenured/untentured faculty)
- Impact on evaluations/reviews (formative vs. summative)
- Influence on current practices in some departments (e.g., History, Music)
- Differences in expectations between faculty by rank and tenure track status

A question about the use of the word “should” emerged. Is it prescriptive or suggestive? For example, IX.A.2.b. states: “Specific Department Guidelines **should** be established within the general guidelines provided in this policy.” In general, Department Guidelines **must** be established under the guidelines of an approved HOP policy.

Following discussion, the Senate may:

1. Recommend approval
2. Recommend changes
3. Recommend rejection

Two recommendations emerged from a meeting of the COPP Faculty Council on 10/3/2014 (passed with separate votes of 22 in favor and 0 opposed):

Part IX.B.1.b. Modify to read “Assistant professors should be reviewed once prior to the Third Year Review and once prior to a Tenure and Promotion Review, unless the faculty member requests additional observations.”

Part IX.D.3. Modify to delete parts f and g.

The two proposals seem to address many of the expressed concerns without undermining the intent of the policy. The first addresses a substantial workload issue for a number of departments. The second and more “radical” idea (deleting parts f and g in IX.D.3.) retains all of the “formative” aspects of the policy and provides a report to document completion of the activity. At the same time, deleting f and g eliminates most of the “summative” aspects and still leaves discretion at the department level on the use of the peer observation reports.

We request a Senate vote on these recommendations.