

## **Department of Anthropology: Peer Teaching Evaluation Policy**

The Department of Anthropology, [with the College of Arts and Sciences](#), recognizes that evaluating faculty teaching success should rest on a broad portfolio comprising multiple forms of evidence. This position is in keeping with national best practices and is especially concerned to not give undue influence to student teaching evaluations which can be skewed by numerous biases including those associated with gender and race. Formative and constructive peer observation by departmental colleagues is a critically important part of a faculty member's teaching portfolio.

In the Department of Anthropology, peer teaching evaluations are required once each calendar year for lecturers and untenured Regular and Special Title Series faculty. Faculty members, the department chair, or the dean may request additional peer teaching evaluations in a given calendar year. The department encourages tenured faculty members, especially those at the Associate Rank, to also request peer teaching evaluations, but this is not required.

Peer teaching evaluations will be conducted by each faculty member's assigned departmental mentor and/or a member of the Advisory Committee. It is the faculty member's responsibility to ensure that this process is completed each academic year and peer teaching observation forms should be submitted with the annual FMER.

Peer teaching evaluations will consist of:

- Review of syllabi and other teaching materials by the designated observer in advance of class observations
- Face to face meeting with instructors prior to observation to ascertain the context and goals of the class being observed
- A follow up discussion
- A written evaluation using the provided rubric
- An optional response on the part of the faculty member observed.