

FAC Proposed Campus-Wide Policy for Teaching Evaluation

Approved by the Faculty Affairs Committee on 12.06.18

Approved by the Faculty Assembly Executive Council on 01.28.19

In response to the 2016 Report of the Teaching Evaluation Campus Fellows, the Faculty Affairs Committee proposes the adoption of the following campus-wide policy:

According to the University of Washington's "Evaluating Teaching in Promotion & Tenure Cases: Guide to Best Practices (2016)" and supported by extensive research in the "Report of the Teaching Evaluation Campus Fellows", UWT academic units should rely on all three of the following methods of teaching evaluation: peer evaluation, self-evaluation, and student evaluation of teaching. Each unit should:

1. Review and update teaching assessment guidelines to ensure that they match best practices for student, peer, and self-assessment. Academic unit guidelines should clearly identify which kinds of teaching assessment are used for which purposes and how much weight they will be given in merit, contract renewal, promotion and tenure decisions.
2. Define teaching excellence, directly addressing the diverse needs of our students as well as fair and just evaluation of all faculty, including women and faculty-of-color.
3. Clarify with students the use of and reasons for student evaluation feedback. Only those student comments relevant to the learning process should be utilized for teaching evaluations.
4. Provide resources for and remove barriers to effective teaching practices. Best practices include:
 - Reduced faculty teaching loads to allow time for training and provision of thorough and systematic peer review.
 - Recognize self-assessments as a critical component in merit review, contract renewal and promotion and tenure decisions,
 - Support the participatory development of student success and teaching excellence.
 - Create assessment and support systems appropriate to faculty rank and teaching experience.
5. Refer to University of Washington's "[Evaluating Teaching in Promotion & Tenure Cases: Guide to Best Practices \(2016\)](#)" and the "[Report of the Teaching Evaluation Campus Fellows](#)" for guidance on the implementation of best practices.