

Department of Social Sciences
Statement on evaluating and improving teaching effectiveness
Feb. 20, 2019

The Department of Social Sciences has taken this opportunity to review its processes for evaluating and improving teaching effectiveness. We have created an ad hoc committee to review the department's charter and to recommend changes. The work of the committee will be completed by the end of the Spring 2019 semester. Relevant portions of the existing charter consists of the following:

* Related to the determination of merit raises:

“In the area of teaching, the Chair shall consider a number of areas, including (but not restricted to): number of classes taught, enrollment, student evaluations, peer evaluations, contribution to the University's general education program, pedagogical publications and awards, number of graduate students being directed, student complaints, and contribution to curricular or program development.”

* Related to the criteria for promotion:

“The candidate should be an effective teacher. Evidence of effective teaching includes:

- a. Evaluations by colleagues.
- b. Evaluations by students.
- c. Evaluations by former students.
- d. Involvement with Social Sciences graduate students, including grant-seeking efforts related to the support of those students.
- e. Services on graduate committees in other departments.
- f. Development of curricular materials.
- g. Participation in professional meetings devoted to teaching in one's field.
- h. Publications related to pedagogical activities in the candidate's field.
- i. Success of students in courses for which the candidate's course is a prerequisite.”

The department's charter requires that lecturers, senior lecturers, principle lecturers, and tenure track faculty in their probationary period be evaluated by the department's PTR committee every year. In every other year, that review includes:

“A Peer Teaching evaluation. This document will be a report of two faculty member on the teaching activities of the faculty member under review. The faculty member will identify one member of the department and the chair a second member to conduct this evaluation. The intent of this review is formative and developmental.:

Lecturers, senior lecturers, and principle lecturers are evaluated every year by the Chair and every other year by the PTR committee.