

2020 Workshop for Committee Members on the Promotion Process

Q&A

1. How will peer teaching observations be done this Spring due to COVID-19? & How are peer observations being handled online due to COVID-19?
 - a. It is recommended that new peer observations and Student Course Surveys (SCS) from this point forward in the semester are NOT necessary to collect and should NOT be used for evaluation purposes (annual review or promotion/tenure review), unless requested by the faculty member or previously planned for class that was originally conceptualized in the online format.
 - b. Some faculty may request peer observation of their on-line format for their own professional development.
2. For promotion to full professor, what is the rank superior to that?
 - a. There is no superior rank. Make sure all committee members are at full rank.
3. What are considered “substantial” publications and grants?
 - a. Directly contact Andrea Romero to make a more informed decision.
4. Prior to accepting a position on a committee, should committee review members be made aware of who is seeking promotion to determine if we they have a conflict of interest, or do they address that within the work of the committee?
 - a. The ideal scenario is that department heads or administrative personnel managing cases put a list of all candidates that are being reviewed before the committee is finalized or before the review process begins.
5. You said no more section 7 teaching review? Instead in the committee letter?
 - a. There is no additional memo on section 7. Address the multiple dimensions of teaching evaluations, go beyond SCSs’. Please include anything that is in the teaching portfolio to have a holistic view of teaching evaluation.
6. There are 15 Project Implicit Biased tests. Which ones do you advise for committee members for the purposes of Promotion & Tenure reviews?
 - a. Up to committee member based on own criteria and/or previous experience.