



Peer Review of Teaching

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Assessment of Instruction



Student

Peer

Outcomes

Evaluation Differences



- ***Student Evaluations***

- Longitudinal effectiveness of a course
- Organization & Logistics
- Rapport
- Clarity in Delivery
- Learning

- ***Peer Evaluations***

- Content & Currency
- Expertise
- Appropriate materials
- Appropriate assessments
- Professional behavior

Nuts & Bolts of the Evaluation



- Timing
 - Twice before promotion to associate professor
 - Once prior to each subsequent promotion consideration

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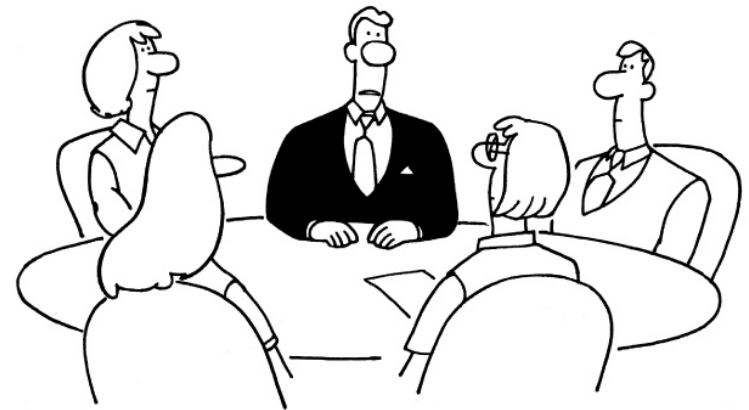


**"I just got promoted again.
It's easy to succeed if everyone likes you!"**

Nuts & Bolts of the Evaluation



- Department Head forms a peer review committee
 - Choose using input from head and faculty member getting reviewed
- Three fellow faculty
 - Ideally at least one outside department
 - External reviewer in some cases
 - One acts as chair

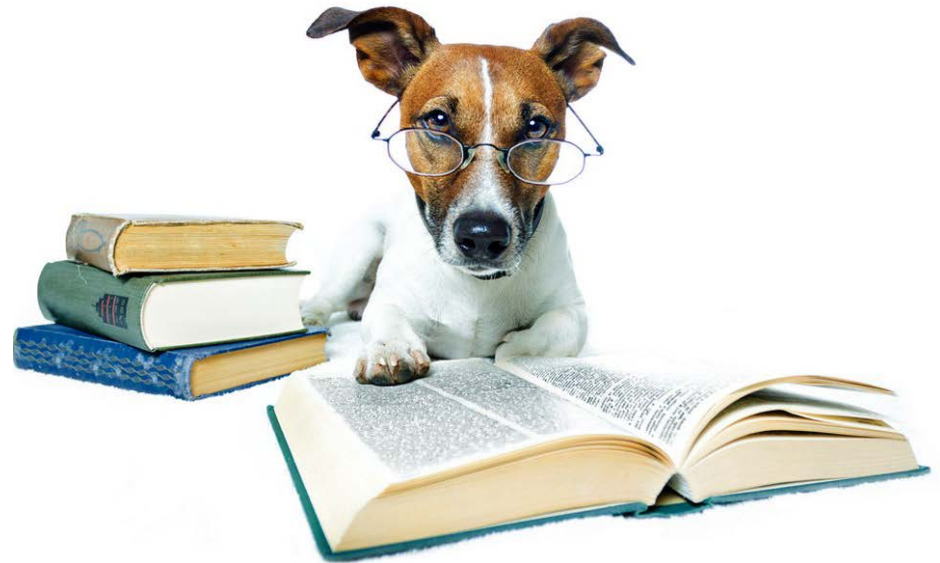


“Whew! That was close!
We almost decided something!”

Evaluation Responsibilities



- Faculty Member
 - Provide teaching schedule and materials to committee
- Committee
 - Review materials, attend lectures/labs, provide feedback to chair
 - Compile a report



Guidelines on MTP Page



PEER REVIEW OF TEACHING: OBSERVATIONS University of Tennessee College of Veterinary Medicine

Name of Reviewee _____ Rank _____ Years in Rank _____

Instructions: Pre-arrange observations of a variety of teaching settings as applicable. Provide specific feedback on strengths and areas for improvement in the following areas. Include examples from your observation as much as possible. Prompts are given to aid your review.

Pre-Observation Notes (context of lecture or lab, goals for the session):

Organization:

- Is the instructor well-prepared and the lecture material clearly organized?
- Does the instructor clarify relation of class to previous and future classes, provide class goals or purpose, outline?
- Does the instructor explain transitions between class or lecture segments?

Variety and Pacing of Instruction:

- Does the instructor vary the pace of activities?
- Does the instructor accept questions and appropriately facilitate class discussion?
- Does the instructor provide directions for tasks or assignments (if applicable)?

Guidelines on MTP Page



Automatic Zoom

PEER REVIEW OF TEACHING MATERIALS
University of Tennessee College of Veterinary Medicine

Name of Reviewee _____ Rank _____ Years in Rank _____

Instructions: In reviewing the instructor's teaching material or portfolio, provide specific feedback on strengths and areas for improvement in the following areas. Include examples from your observation as much as possible. Prompts are given to aid your review.

Notes from Meeting with Reviewee: (teaching philosophy, teaching goals, goals for review):

Course Syllabus (if applicable):

- Does the syllabus include goals and objectives of the course? course policies, descriptions of assignments and exams?
- Does the syllabus further rapport with students and reflect a positive, motivating approach?
- Does the syllabus communicate challenge and high expectations?

Course Materials: (Objectives, Recommended text(s) or readings, Notes or Handouts, Presentations, Videos or other teaching aids)

- Are the materials organized clearly? Is the format appropriate (acceptable, readable, attractive)?
- Does the material match the goals of the instructor, course, and program?
- Are the learning objectives clear, specific and measurable?
- Is the content accurate, current? at an appropriate level for students?
- Does the content engage student interest?
- Does the material reflect creativity in teaching (if applicable)?

Nuts & Bolts of the Evaluation



- Report is included in dossier for review
 - Department Faculty
 - College Promotion & Tenure Committee
 - Dean
 - UTIA Chancellor
 - UT President



Now what? My experience....



- Getting Reviewed
 - Everyone is too nice
 - Must remember: I was never trained as a teacher
- Being a Reviewer
 - Do your job
 - I tell it like it is
 - Highlight the good, but point out the “not so good”



Resources for Improvement



- Master Teacher Program!!
- TN Teaching and Learning Center
- OIT
- Veterinary Educators Conference
- IAMSE



Question on Peer Review?



“Don’t listen to that lady. We look GREAT!” - Janus