

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE

Senate Document Number 6315S  
Date of Senate Approval 03/19/15

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Statement of Faculty Senate Action:

**FWDC 10:**

**Revisions to Peer Review Policy  
(Faculty Handbook [Section 3.3.3.1.2](#))**

**Effective date:** Fall 2015

**Summary:** This document reduces the mandated frequency of peer review of teaching for tenured members of the faculty from annual to biennial.

**Rationale:** In Spring 2013, peer review of teaching was mandated to be annual for all full-time members of the faculty in an effort to provide chairs and others who evaluate faculty with additional information for the evaluation of teaching effectiveness. While peer reviews provide useful information, many chairs have reported that it has been difficult to coordinate and manage annual peer review for every member of their departments, and that it has required a significant investment of faculty time that may not be worth it. As a result, this document proposes to reduce the required frequency of peer review of tenured members of the faculty to at least once every two years, while continuing annual peer review for untenured faculty. Note that this policy applies only to full-time members of the faculty; excluding adjunct faculty members are evaluated using a separate process.

**I. Revise [3.3.3.1.2](#) as follows:**

**[3.3.3.1.2 Peer Review of Teaching](#)**

Peer review of teaching is an essential component of faculty evaluation. It contributes to evidence of teaching effectiveness through the observations of peers with an understanding of effective pedagogy and complements student ratings of instruction. All untenured full-time faculty members should be peer reviewed by at least one tenured faculty member in their academic department or program area at least once per academic year; tenured full-time faculty members should be peer reviewed at least once every other academic year.