

Departmental Peer Review Committee/Council of Professors

Agricultural Leadership, Education, and Communications

Introduction: The Council of Professors have a critical role in the promotion and tenure of faculty positions, including feedback for annual performance reviews. The executive team within the Council (Chair, Vice-Chair and Past Chair) review all faculty annual performance review materials for decisions for merit raises and areas needing improvement. A rotating peer review standing committee within the Council of Professors will facilitate promotion peer review.

Process: Based upon the Dean of Faculties Promotion and Tenure Guidelines, the department evaluation of teaching, research and service will use peer review details to gauge excellence and impact. The standing committee will provide a consistent and systematic process to improve cases moving forward. We will request materials from the candidates expected for the analysis (see appendices III, IV, and V in the guidelines): <https://dof.tamu.edu/dof/media/PITO-DOF/Tenure%20and%20Promotion/TAMU-Guidelines-P-T-2020-21.pdf>

Evidence Related to Teaching:

- Record of Courses Taught (Synthetic Analysis from Candidate) using appropriate SCE question decided on by faculty (current suggestion is “instructor fostered an effective learning environment” in AEFIS)
- Course Syllabi (Assessment Instrument from CTE)
- Sample Assignments/Examinations and Grading Methods
- Structure Classroom Observation (optional, but suggested)
- Continuous Course and Teaching Improvement
- Awards, Mentoring, etc. as deemed appropriate by the Council/Department

Evidence Related to Research: (Either Standing Committee or External Expert Review)

- Quality and Quantity of Publications/Creative Works
- Review of Selected Publications
- Scholarship of Teaching and Learning
- Consistency and Trajectory in Research and Funding
- Impact/Contribution/Dissemination/Collaboration
- Invitations/Honors/Awards

We will provide feedback on service as requested, but this is not the most critical need.

We will use three standing committee members in rotation to complete peer reviews before a candidate submits formal materials for promotion, i.e. Assistant Professor (tenure-track) - Year 2 prior to 3rd year review and Year 5 prior to submission for P&T (could be modified if candidate is going up early); APT Faculty - Every 3 years; Associate to Full - Every 5 years or upon request a year before submission for promotion.