

Biological Sciences Department
Temporary Faculty Evaluation and Review Procedures
For Academic Years 2022-2023 through 2026-2027

The following policy applies to all part-time and full-time temporary lecturers in the Biological Sciences Department. The purpose of this document is to promote the professional development of our temporary lecturers. The goals are to provide clear expectations for our part-time and full-time temporary faculty, create a mechanism for constructive feedback to help them achieve those expectations, and apply a fair and consistent procedure when making decisions regarding one-year and three-year appointments. This document specifies the procedures to be followed to meet the University Manual (UM) and Collective Bargaining Agreement (CBA) requirements. The CBA is the controlling document in the event of discrepancies or ambiguities that might surface in the language of the evaluation procedures and criteria outlined below. Throughout this document, the Biological Sciences Department is referred to as the department, and part-time and full-time temporary lecturers are referred to as lecturers. All references to specific sections refer to this document.

1. General Evaluation Process

- 1.1 All lecturers eligible for one-year and three-year appointments shall be evaluated, regardless of a break in service (Policy 1336).
- 1.2 All lecturers shall be evaluated with a specified frequency (Section 2) by the Temporary Faculty Evaluation Committee (Section 3), depending on whether the lecturer is on a one-year contract or a three-year contract.
- 1.3 Evaluations shall be based on specific criteria (Section 4).
- 1.4 Evaluations shall include assessment of teaching performance and assessment of any other assigned duties specifically described in the letter of appointment or contract (Sections 5 and 6). (CPP Policy 1329)
- 1.5 Evaluations shall be conducted according to a clearly defined timeline, with evaluations typically occurring in Spring semester (Section 8).
- 1.6 Evaluations shall be based only on material submitted by the lecturer or in the lecturer's Personnel Action File.
- 1.7 The evaluation shall include all courses taught since the last evaluation. The first evaluation of a lecturer shall include all courses taught as a lecturer in the department.
- 1.8 Evaluation procedures, criteria, and timelines shall be made available to lecturers within 14 days of the first semester of their appointment. There shall be no change to the criteria and procedures during the evaluation process. (CBA 12.2, UM 305.11)
- 1.9 Prior to any evaluation, lecturers shall be given no fewer than 14 days to provide course syllabi or other documents specified in Sections 4–7.
- 1.10 Evaluation materials shall be uploaded to Interfolio by lecturers and shall include the information described in Sections 4 and 7.

- 1.11 At each level of the evaluation, lecturers shall have an opportunity to read and discuss the evaluation with the Evaluation Committee or other evaluators and to submit a response or rebuttal that shall accompany the evaluation. (CBA 15.5, UM 305.11)
- 1.12 A copy of the evaluation with all responses and rebuttals shall be placed in the lecturer's Personnel Action File. (CBA 15.8 and 15.27, UM 305.15)
- 1.13 The Personnel Action File (PAF) should be reviewed and the PAF log signed.
- 1.14 Results of evaluations will be used in making decisions regarding one-year and three-year appointments. (CBA 12.3 and 12.12)
- 1.15 In addition to academic background and teaching experience, results of evaluations will be used to determine if a lecturer is qualified to teach a specific course. (CBA 12.29)
- 1.16 Results of evaluations may be used in decisions to recommend or deny a range elevation. (CBA 12.16 to 12.20)

2. Frequency of Evaluations

- 2.1 Lecturers who have taught a total of two semesters consecutively within an academic year (and thus are eligible for entitlement) shall be evaluated.
- 2.2 Lecturers with a one-year appointment shall be evaluated at least once each year (UM 305.15) with the period of evaluation based on an Annual Year (e.g. Spring 2021 and Fall 2021).
- 2.3 Lecturers with a three-year appointment shall be evaluated at least once during the term of their contract (CBA 15.26, UM 305.15), typically during their third year of the appointment, with the period of evaluation based on the Academic Years of service (e.g. AY 2020–21 to 2022–23).
- 2.4 Lecturers on three-year appointments may be evaluated during the first and/or second years of their appointment (in addition to the third appointment year evaluations), at the discretion of the department chair, the appropriate administrator, or the department or equivalent unit.
- 2.5 Lecturers on a one-year appointment who are in their sixth year of appointments will be evaluated based on the entire six academic years of service (e.g. AY 2019-20 to 2024-25).
- 2.6 Lecturers appointed for one semester or less may be evaluated at any time at the discretion of the department chair, the appropriate administrator, or the department or equivalent unit. Such evaluations should follow the procedures specified in this document. (CBA 15.25, UM 305.15)
- 2.7 Lecturers may request an evaluation at any time. (CBA 15.25, UM 305.15)

3. Evaluation Committee

- 3.1 The Temporary Faculty Evaluation Committee or Lecturer Evaluation Committee shall consist of a minimum of three full-time tenured faculty members. No non-tenured faculty members may serve on the committee. (UM 305.11 and 305.15)
- 3.2 The committee members may be elected by the department or chosen by the department chair, but the method of selecting the committee members must be approved by majority secret vote of the full-time tenure-track faculty in the department (UM 305.15).
- 3.3 Members of the Evaluation Committee shall normally serve a term of two years.
- 3.4 A chair shall be selected by the members of the Evaluation Committee.
- 3.5 Duties of the Evaluation Committee are to inform lecturers regarding evaluation procedures and timelines; summarize and interpret student assessment scores; arrange classroom observations and interpret reports from those observations; evaluate materials provided by the lecturers as specified in Sections 4–7; summarize and interpret other signed, written communications from faculty or students, as described in Sections 5.7 and 6.10; complete a written evaluation using a standard university form; meet with lecturers to discuss evaluations; and forward the final, signed evaluation to the department chair.

4. Evaluation Criteria (UM 305.15)

- 4.1 Summaries and interpretation of the instructional assessment by students (student evaluation of teaching scores). Lecturers are required to submit assessments for every section of every course taught during the evaluation period, as described in Section 5.
- 4.2 Classroom Observation reports conducted by tenure-track faculty, as described in Section 6. Lecturers are required to submit all Classroom Observation reports submitted during the evaluation period and, for one-year appointments, the year prior to the evaluation period, based on the frequency schedule outlined in Section 6.2.
- 4.3 Other forms of evidence of teaching performance, participation in pedagogy workshops or professional training, or relevant contributions to the department, as described in Section 7.3 Proof of activities may be submitted by the lecturer if desired or if specifically requested by the Evaluation Committee.
- 4.4 Interpretation of signed student and faculty input, as described in Section 5.8. The department recognizes that lecturers have little control over signed student and faculty input. It is recognized that lecturers with an exceptional teaching record may receive no student or faculty input. Although there is no requirement for signed student and faculty input, such additional evidence of teaching performance may be considered by the Evaluations Committee.
- 4.5 A summary statement (Section 7.1.7) and, for lecturers eligible for a three-year appointment, a self-evaluation by the lecturer (Section 7.1.8).
- 4.6 A summary statement provided by the Evaluation Committee from the previous evaluation period, when applicable, that highlights examples of excellence in teaching performance, identifies areas in which requirements were satisfied, and provides

specific constructive suggestions for improvement as appropriate.

- 4.7 A summary statement provided by the department chair from the previous evaluation period, when applicable, that includes an evaluation of teaching performance, an assessment of performance of any other assigned and related duties, suggestions for improvement of teaching performance, and a description of any documented instances of serious conduct problems.

5. Instructional Assessment by Students

- 5.1 General requirements. Failure to meet these general requirements may be considered evidence of unsatisfactory performance.
 - 5.1.1 Instructional assessment by students must be completed for every section of every course taught.
 - 5.1.2 Student evaluation of teaching is not required for supervisory and internship courses.
 - 5.1.3 Department-approved procedures (see Appendix A) must be followed when conducting student assessment.
 - 5.1.4 Separate student assessment forms shall be submitted for associated lecture and laboratory courses taught by the same instructor if the student populations are different. In cases where the student population in a lecture and laboratory course are the same, only one instructional assessment by students should be conducted.
- 5.2 All summaries and interpretation of instructional assessments by students for every course taught during an evaluation period are required to be submitted by the lecturer.
- 5.3 Departmental evaluation of student assessment results shall be based on all questions on the standard departmental instructional assessment form, with emphasis on Questions 9 and 10 relating to overall instructor effectiveness and course quality, respectively.
- 5.4 Student assessment scores for Questions 9 and 10 will be summarized for all courses taught during the evaluation period, and the cumulative percentage of scores in the Strongly Agree and Agree categories will be calculated for each question. To calculate the percentages of responses for Questions 9 and 10, lecturers must use the cumulative “student evaluations analysis spreadsheet” that is available on the Biological Sciences Department website; this spreadsheet shall be submitted by the lecturer in their review materials.
- 5.5 For lecturers eligible for a one-year appointment, a minimum of 60% of all responses in the Strongly Agree and Agree categories combined, across all courses taught during the evaluation period, shall be considered satisfactory. Cumulative scores of 50% to 60% in the Strongly Agree and Agree categories may be considered satisfactory only if there are one or more mitigating circumstances (Section 5.7).
- 5.6 For lecturers eligible for a three-year appointment, a minimum of 70% of all responses in the Strongly Agree and Agree categories combined, across all courses taught during the evaluation period, shall be considered satisfactory. Cumulative scores of 60% to 70% in the Strongly Agree and Agree categories may be considered satisfactory only if there are one or more mitigating circumstances (Section 5.7).

- 5.7 Evidence of mitigating circumstances that may compensate for student assessment scores below the minimum standard (60% Strongly Agree and Agree for one-year appointments, and 70% Strongly Agree and Strongly Agree for three-year appointments).
 - 5.7.1 Student assessment scores clearly improved during the evaluation period and/or over years prior to the evaluation period, if applicable.
 - 5.7.2 Student assessment scores were below the minimum standard in only one course, and at least two other courses had scores above the minimum standard.
 - 5.7.3 Student assessment scores were below the minimum standard only in courses taught for the first time by the lecturer, and at least two other courses had scores above the minimum standard.
- 5.8 Other signed written communications provided by students that are included in the lecturer's Personnel Action File shall be considered in the evaluation process and may provide supporting evidence for satisfactory or unsatisfactory performance. (CBA 15.17b). Prior to evaluation, the Evaluation Committee will solicit written comments from students that will be forwarded to the lecturer prior to evaluation. The lecturer is required to submit all signed written communications provided.
- 5.9 Appendix 10 of the University Manual shall govern all student assessment procedures not specified in the appendix to this document.

6. Peer Evaluation of Teaching Effectiveness

- 6.1 Classroom Observations by tenure-track faculty in the department shall be conducted at the frequencies specified in Section 6.2. A lecturer may request additional Classroom Observations. Lecturers and the Evaluation Committee are jointly responsible to ensure that the required Classroom Observations are conducted at the appropriate frequency.
- 6.2 Frequency of Classroom Observations:
 - 6.2.1 Lecturers who are eligible for a one-year appointment and have taught at least 6 wtus during the current annual year shall have at least one classroom observation during the evaluation period. The classroom observation shall be conducted in a lecture course whenever possible.
 - 6.2.2 Lecturers who are eligible for a three-year appointment and have taught at least 6 wtus during the current academic year shall have at least two classroom observations, with at least one during one of the two semesters preceding the evaluation. The classroom observations shall be conducted by a different individual and in different lecture courses whenever possible.
- 6.3 The Evaluation Committee shall identify tenure-stream faculty members to conduct the Classroom Observations. Faculty participating in the Faculty Early Retirement Program (FERP) can only participate in the evaluation process if it is requested by the department and approved by the University President.
- 6.4 The individual conducting the classroom observation will then confer with the lecturer to determine an appropriate date and time. At least five day notice shall be given before the classroom observation. (CBA 15.14)

- 6.5 The lecturer being observed shall provide to the observer the course syllabus and any lecture notes, outlines, or other materials available to students for that lecture.

A written report shall be submitted to the chair of the Evaluation Committee within two weeks of the classroom observation. The report shall be written on the Peer Evaluation of Classroom Teaching form available on the Biological Sciences Department website. The report shall address all observations of teaching performance and must include an evaluation of the course syllabus to confirm compliance with University Course Syllabus Policy 1200.

- 6.6 At the same time the Classroom Observation report is submitted to the chair of the Evaluation Committee, a copy of the report shall be sent to the lecturer and another copy shall be placed in the lecturer's personnel action file (PAF).

7. Documentation of Teaching Effectiveness

- 7.1 Lecturers shall provide all of the following documentation:

7.1.1 A current Curriculum Vitae.

7.1.2 A completed "student evaluations analysis spreadsheet" (template is available on the Biological Sciences website) reporting student evaluation of teaching scores for classes taught during the evaluation period (Section 5.4).

7.1.3 Reports from Classroom Observations conducted during the evaluation period (Section 6). For lecturers eligible for one-year appointments, Classroom Observations from the year prior to the evaluation period shall also be provided, if applicable.

7.1.4 A summary statement provided by the Evaluation Committee during Lecturer Evaluations from the previous evaluation period (Section 4.6).

7.1.5 A summary statement provided by the department chair during Lecturer Evaluations from the previous evaluation period (Section 4.7).

7.1.6 Signed written communications or evaluations provided by tenure-track faculty (Section 5.8)

7.1.7 A summary page that includes, if applicable:

- a list of courses taught and number of students enrolled in each course for the evaluation period and, for one-year appointments, the year prior to the evaluation period,
- a brief explanation or list of activities and other documentation of teaching effectiveness or contribution to the department/university (Section 7.3),
- for one-year appointments, student evaluation scores (average value per class) for Questions 9 and 10 from the year prior to the evaluation period,
- responses to reviewer comments from Classroom Observations during the evaluation period and, for one-year appointments, for the year prior to the evaluation period,

- responses to previous evaluations from the Evaluation Committee and department chair,
 - a summary of any submitted written comments and responses, if necessary.
- 7.1.8 Lecturers eligible for a three-year appointment shall, in addition to the information noted above, submit a one-page self-evaluation highlighting their accomplishments and areas of improvement during the preceding three years as well as remaining challenges and specific goals for continued professional development.
- 7.2 For the period of evaluation, lecturers may choose to provide course documents to the Evaluation Committee. These documents may include syllabi, lecture outlines, Power Point lectures, LMS exercises, writing assignments, scoring rubrics, quizzes, and exams that clearly demonstrate effectiveness in teaching and a commitment to teaching excellence. The Evaluation Committee may also specifically request that these materials be submitted by the lecturer.
- 7.3 Lecturers are highly encouraged to keep abreast of recent developments in their subject and participate in pedagogical training or professional development. In some cases, lecturers also participate in other contributions to the department or university (such as attending department meetings). Lecturers are encouraged to provide documentation to the Evaluation Committee of participation in any of these activities.

8. Timeline of Evaluation Process (CBA 15.4, UM 305.11 and 305.15)

- 8.1 Evaluations will normally be conducted during the Spring Semester. Lecturers on one-year appointments and on three-year appointments follow different timelines. Lecturers in their sixth year of one-year appointments should follow the timeline for three-year appointments. Lecturers on three-year appointments but being evaluated prior to their final year at the request of the department or other administrators shall follow the timeline of the one-year appointments.
- 8.2 The timeline for evaluations will be based on university guidelines. Generally:
- 8.2.1 Fall semester. The Evaluation Committee sends evaluation procedures, criteria, and timeline to all lecturers under review, and answers their questions about the evaluation procedure.

- 8.2.2 Fall and Spring semester. The Evaluation Committee and lecturers shall work together to schedule Classroom Observations to satisfy the required frequency of peer reviews, as outlined in Section 6.2
- 8.2.3 ~Second week of the spring semester. The chair of the Evaluation Committee notifies active lecturers who have taught at least two semesters in the department, including the ongoing semester, that they will be evaluated and will need to submit student evaluations, classroom observation reports, course documents, and evidence of professional activities, as described in Sections 4–7.
- 8.2.4 ~Third week of spring semester. The chair of the Evaluation Committee posts written announcements, in prominent places, containing the names of lecturers being considered for one-year and three-year appointments; the name of the chair of the Evaluation Committee to whom signed comments or recommendations should be sent; and the deadline (date and time) for receipt of signed comments. The purpose of this announcement is to solicit input from students and tenure-stream faculty (Sections 4.4 and 5.8).
- 8.2.5 ~Sixth week of spring semester. Deadline for lecturers on one-year appointments to submit documents described in Sections 4–7.
- 8.2.6 ~Ninth week of spring semester. Deadline for Evaluation Committee to complete their evaluation and meet with each lecturer on one-year appointments to discuss their evaluation. Lecturers then have 10 days to submit a response or rebuttal to the Evaluation Committee report. Similar process follows for evaluations by the Department Chair, due to the lecturer during the thirteenth week, and, if necessary, by the Dean, due to the lecturer during the final week of the semester.
- 8.2.7 ~Tenth week of spring semester. Deadline for lecturers on three-year appointments to submit documents described in Sections 4–7.
- 8.2.8 ~Fourteenth week of spring semester. Deadline for Evaluation Committee to complete their evaluation and meet with each lecturer on three-year appointments to discuss their evaluation. Lecturers then have one week to submit a response or rebuttal to the Evaluation Committee report. Similar process follows for evaluations by the Department Chair, due to the lecturer during the final week of the semester, and by the Dean, due to the lecturer during early summer.
- 8.3 Lecturers eligible for an initial or subsequent 3-year appointment shall be evaluated in the academic year preceding the issuance of a 3-year appointment. This evaluation shall consider the faculty unit employee's cumulative work performed during the entire 6-year or 3-year qualifying period. Student evaluations from the last (current) Spring semester of the cumulative review period will be included in this evaluation. The Dean of the College shall determine whether the temporary faculty member has performed satisfactorily before an initial or subsequent 3-year appointment may be issued. (CBA 12.12, 15.28 and 15.29)
- 8.4 Evaluations conducted at other times of the year by request of the department chair or the lecturer would follow a similar procedure.
- 8.5 Regardless of the academic semester in which an evaluation is conducted or who requested the evaluation, specific dates for each step in the evaluation timeline shall be made available to lecturers no later than 14 days before the evaluation process begins.

Appendix A: Instructional Assessment by Students: Procedure for Administering Assessment Forms

- A.1 Student evaluation of teaching shall be conducted according to the guidelines established in Appendix 10 of the University Manual (<http://academic.cpp.edu/faculty/docs/appendix10.pdf>). Evaluations must be conducted between the start of the 13th week and the end of the 15th week of the academic semester.
- A.2 Approximately 10 minutes before the end of the class meeting, identify one or two student volunteers to distribute and collect the Instructional Assessment Forms. In lieu of using students, the instructor may request that the evaluation be conducted by a faculty colleague or graduate teaching associate. Provide the student volunteers with an envelope with the instructor's name, class number, semester and year (including the term code), subject area (course prefix, e.g. BIO), catalog number (e.g. 110), course name, and section number. The class number can be readily found in BroncoDirect. The term code is a 4-digit number used for semester and year. The 1st digit of the code is the first digit of the year, the 2nd and 3rd digits of the code are the last 2 digits of the year, and the 4th digit of the code indicates the semester (3 for Spring, 5 for Summer, and 7 for Fall). For example, 2193 is for Spring 2019, 2195 is for Summer 2019, 2197 is for Fall 2019, and 2203 is for Spring 2020.
- A.3 Ask the student volunteers to collect the completed forms and place them in the labeled envelope, and require that both students immediately deliver the envelope to the Biological Sciences Department office (Building 8, Room 119). If the Biological Sciences Department office door is locked, the student volunteers should place the envelope containing the Instructional Assessment Forms in the Biological Sciences Department Drop Box, which is located directly across the hall from the office door. Under no circumstance should the students hold on to the forms with the intention of submitting the forms the next business day (or later).
- A.4 The following should be written on the board: instructor's name, class number, subject area (course prefix, e.g. BIO), catalog number (e.g. 110), course name, semester and year, and the term code.
- A.5 The following statement should be read to the class: *"This is an instructor evaluation. Your thoughtful response to the questions on the form will assist in improving the quality of instruction. You must use a #2 pencil to mark in the bubbles on the form. Please be sure to fill in the information at the top of the form. DO NOT WRITE COMMENTS ON THE BACK OF THE FORM. After completing the questionnaire, return the forms to the person conducting the evaluation."* **The instructor must then leave the room.**
- A.6 If an instructor wishes, a separate sheet may be provided for written comments. Written comments may be completed after students have submitted the Instructional Assessment Form. Students may sign their comments.

- A.7 If there are two or more instructors in the course, it is essential that students understand the evaluation is for a single instructor, and that the instructor's name must be at the top of the form. It is recommended that evaluations be administered as close to an instructor's last participation in the course as possible.
- A.8 Students should be reminded that the instructor will not be given the results of the assessment until after grades are turned in.
- A.9 Immediately after class, the completed forms should be submitted in a sealed envelope (provided by the instructor) to the Biological Sciences Department office (8-119), or placed in the designated drop box outside of the office. The envelope must be properly labeled with the instructor's name, class number, subject area (course prefix, e.g. BIO), catalog number (e.g. 110), course name, and the semester and year. Separate envelopes should be used for Instructional Assessment Forms and for written comments.
- A.10 The department-approved form for Instructional Assessment by Students is on file in the Biological Sciences Department.