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# Engaging Tenured Faculty through a Peer-Led Post-Tenure Review Process

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# INSTITUTIONAL PROFILE



- Founded in 1890
- Private, not-for-profit
- Catholic-Franciscan
- Total enrollment: 2,756
- UG: 1,834
- GRAD: 922
- Full-time faculty: 120
- Student-to-faculty ratio: 12:1
- Carnegie Classification: Master's-Large
- Liberal arts core curriculum
- 60+ majors
- Traditional/adult learning programs, liberal arts/professional programs
- Core UG programs: Nursing, Health Professions, Human Services, Fine Arts, Business, Education
- Graduate degrees: MBA, MASL, MAED, MSMHC, DNP

# FACULTY EVALUATION



## HLC Criterion Three

### *Teaching and Learning: Quality, Resources, and Support*

- 3.C. The institution has the faculty and staff needed for effective, high-quality programs and student services.
- 3. Instructors are **evaluated regularly** in accordance with established institutional policies and procedures.
  - 4. The institution has processes and resources for assuring that instructors are **current** in their disciplines and **adept** in their teaching roles; it supports their **professional development**.

# OLD PROCESS: *3-year cycle*



Faculty  
Self-Assessment

Meeting with Dean

Signed form → VPAA

# NEW PROCESS: *5-year cycle*



# FACULTY FEEDBACK



- Allowed faculty to lead the process
- Fostered a collegial, stress-free, formative process
- Motivated the faculty member
- Encouraged shaping scholarly work into peer-reviewed artifacts
- Affirmed the faculty member's good work for students/university/community
- Promoted discussions about effective classroom teaching strategies
- Empowered faculty member to “take charge” of career and emphasize strengths



Questions/Discussion?

