## 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: I,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



#### VITERBO UNIVERSITY

## 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



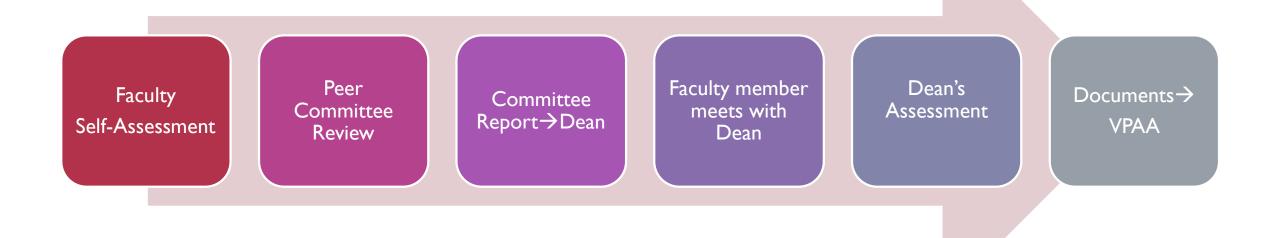
### Faculty Self-Assessment

#### 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?

