Policy for Faculty Peer Performance Evaluation Process

Policy:
The purpose of the Faculty Peer Performance Evaluation is for Faculty enrichment and enhancement skills needed for the annual evaluation by the Director of Nursing and for promotion and tenure in the School of Nursing at Texas A&M University-Corpus Christi.

Definition:
A Faculty member will request a biannual peer performance review by selected peers as one component of the overall performance evaluation process. The performance evaluation is a mutually accepted confidentiality process between the Faculty and the evaluator.

Peers are defined as colleagues from any of the following areas:

- The same clinical specialty.
- The same teaching team.
- The same academic rank.

The clinical area where students practice or where the Faculty member being evaluated practices or serves as a clinical specialist or consultant.

1. Peer Evaluation Process is an assessment of faculty performance in three major areas:

   a. Team membership
   b. Classroom teaching, and
   c. Clinical teaching

2. Faculty will select the number of peers whom they deem necessary for evaluation.

3. When a course is comprised of more than one Faculty member, each member can request a peer evaluation.

4. The Peer Evaluation should be based on relevant areas indicated on the Peer Performance Evaluation Tool. Some areas may not be appropriate for a particular setting and should be noted on the Tool. Peer evaluation may be accomplished by:

   a. One peer evaluating all areas,
A combination of several peers, each evaluating specific areas.

i. The Faculty member to be evaluated will initiate the process by requesting a peer or peers at a mutually agreed upon date and time.

ii. The evaluator should arrange to be present in the classroom and or clinical area (if appropriate) for a sufficient length of time to gather data for the evaluation.

iii. If desired, a pre-evaluation conference with the peer evaluator may be arranged, especially if the Faculty member wishes to be evaluated on any additional behaviors that are not included in the Peer Performance Evaluation Tool.

iv. A post evaluation conference between the Faculty member being evaluated and the peer evaluator should be arranged, preferably as soon as possible after the classroom/clinical setting, in order for maximum communication and sharing to take place. The evaluator provides a copy of the evaluation to the Faculty. The Peer Evaluator will forward a copy of the Peer Evaluation to the Director to use as part of his/her Annual Performance Evaluation by the Director of Nursing.