

Timestamp	Your Department	Your name:	Typically, how many times are candidates for tenure visited by each senior member of your department before the reappointment review and the tenure review? How frequent are these observations (once or more each semester, once a year, or less frequently)?	How many times are candidates for reappointment in non-tenurable positions visited by each senior member of your department before the review? How frequent are these observations?	How many times are candidates for promotion visited by each senior member of your department before the review? How frequent are these observations?	How do the candidates receive feedback after each visit? Informally (e.g., over coffee)? In writing? If in writing, does the department maintain a file of these reports and, if so, for how long?	Are junior faculty also invited to observe the teaching of senior faculty?	Does your classroom visitation policy also provide for observation of the teaching by adjunct faculty who work in your department? If so, what is your practice?	Do members of your department observe the teaching of faculty in other departments who teach in interdisciplinary programs to which the department contributes? If so, how frequently? How is information about these observations shared?	Do members of your department observe the teaching of faculty in other departments for the purpose of mentoring and not for evaluation? How often does this occur?	Are there other features of your classroom visitation policy that you have not yet described?		
6/1/2017 13:04:58	Africana Studies	Todd Franklin	All members of the department are tenured and there are currently no established practices. Ideally, however, I would imagine that each senior member would rotate through at least once before the tenure review, with the chair rotating through at least once annually.	Again, there is no established department practice, but I would imagine that each senior member would visit a class before the two-year review and then just the chair on an annual basis unless there is some particular concern. If so, it is a concern. The senior members should rotate through again prior to the next reappointment.	No class visits of candidates for promotion.	Each class visit would result in written comments and an informal conversation with the professor.	Depends on the professor.	Not established policy, but adjunct faculty should at least be observed by the chair on an annual basis.	No established policy of doing so.	I do, but I can't speak for others. I do it as requested by junior faculty.			
4/14/2017 13:34:02	Anthropology	Bonnie Urzot	Each senior member visits each pre-tenure tenure track department member at least once a year, sometimes once a semester.	When we have someone, once a year at least though not always by all senior people.	Promotion to full? Up to now we haven't because we do a lot of pre-tenure visiting and whenever is clear see the evaluations. Also tenured faculty co-teach regularly so we do see each other teach.	We write letters, with the option to chat afterwards. I keep all my letters on file and I expect others do as well.	Sure, if they want to.	Yes, depending on the situation. Definitely if they're going to be on the job market, as they can use those letters.	Yes I asked	Yes I asked	We are a little concerned about the way visiting practices may be formalized. One of the observations even a semester don't always tell us a lot. If someone does have a teaching problem, it may not be evident from a classroom visit, so visiting as we may not give us what we need to effectively address the problem in a way that person will take it. We talk to each other about teaching all the time. We recommend that departments talk among themselves about teaching and look for opportunities to co-teach classes (not necessarily entire courses) from time to time -- that's where we have learned much about what our department colleagues do. Some of the questions in this survey point to potential policies that may be a bit more supportive and, if rigorously enforced, may not necessarily be welcomed by either observers or observed.		
4/28/2017 12:10:51	Arabic, German, Italian, Russian	John Barfle	It's been 2 decades since we had this situation, but we are relatively new to this, too. I visited Mary once last year, and I will visit Mirella and Melissa this fall.	We are relatively new to this, too. I visited Mary once last year, and I will visit Mirella and Melissa this fall.	We will find out soon, we hope!	I go over my notes, then share the comments I will put into the annual report.	n/a	we will find out	no	no			
6/16/2016 20:40:33	Art	Kevin Grant	Each senior member will visit a junior colleague's classes before reappointment and at least a total of three times before tenure review. According to our guidelines, the chair will ensure that every senior at least one senior member will visit each course taught by a junior member. Visits during the semester are senior members' first semester are optional."	Colleagues in non-tenurable positions are visited at least once each year by the chair and usually by another senior member as well. This has been our practice for at least the past several years.	According to our guidelines, "Every departmental member who will vote on a junior member's reappointment and/or promotion will make a classroom visit to that junior member and the chair within four weeks of the visit. The chair will place the evaluation into the file of the junior member. Junior members may submit a response to the evaluation if they wish to consider the written evaluation to be on reappointment and/or promotion." So a colleague going up for promotion will be visited three times after tenure by each senior member."	The occasion has not arisen for this type of candidate since John McEnroe was promoted in 2002. At that time the art historians were still part of the JvA Art Department and, as I recall, there was no procedure for visiting candidates for promotion for full positions. In the coming year, the Department will develop a comprehensive visitation procedure.	As chair, I have observed the classes of our recent visiting faculty (lease reappointments). Generally, I have given them feedback through more informal discussions.	The Department has not had any visiting faculty in at least 20 years.	No.	This happens occasionally, depending on membership relationships.	There are two other features of our department guidelines on class visitations. First, "To facilitate the visitation process, the chair will circulate the junior members' schedules to senior members at the beginning of each semester. Senior members and junior members will then mutually work out the schedule of visitations." Second, "Copies of the evaluations and any responses by junior members will be included in the reappointment and promotion files of junior members."		
4/28/2017 14:27:05	Art History	Deborah Pokorski	The only candidate for tenure the Department has had in nearly 20 years is Scott MacDonald who stood last year. The MacDonald case was an exceptional one and we did not follow any regular visitation practice. All of the senior members of the Department had visited his classes two years before his reappointment review.	The occasion has not arisen for this type of candidate. In the coming year, the Department will develop a comprehensive visitation procedure.					No.	Not that I am aware of.			
5/22/2017 17:09:04	Biology	Mike McCormick	One senior faculty member observes one class of a junior colleague for one week (three lectures and usually one lab section) each semester (two visits per year).	We only observe visitors at their request. We have done that for one lecture in each semester for our current visitors.	Tenured members of the department are not normally visited as part of the promotion review process.	We have a conversation and write a short memorandum of observations/recommendations. Observations are maintained and collectively reviewed prior to reappointment or tenure review.	Yes, but only happens rarely.	We presently have no adjuncts.	To my knowledge this does not happen.	To my knowledge this does not happen.			
4/30/2017 17:12:54	Chemistry	Ilan Rozenstein	Each senior member observed each junior member at least twice before reappointment and at least twice again, between reappointment and at least a total of three times before tenure review. Visits are typically done by alternating two to three consecutive class sessions of a single departmental member. Visits are planned in advance and the junior faculty member is consulted in advance. Visits are planned at a time that is appropriate (i.e. at the beginning of a semester). Senior faculty members typically observe in a junior faculty member's first semester but are happy to do so at the junior faculty member's invitation if feedback is desired.	Our department has not had any faculty in a position of this type for a long time so we have not developed any policies to cover them.	Senior members visit in the semester or two before the reappointment and at least once before promotion. As is the case for pre-tenure candidates, the chair will ensure that every senior member will visit each course taught by a junior member. Visits during the semester are optional."	Candidates generally receive both informal and formal feedback. Informal conversations sometimes occur after each class session and sometimes in a single meeting at the end of a sequence of classes. More formal written feedback is provided after the observation is also done. The observer shares this first with the candidate then forwards it (electronically) to the department chair, who keeps a record of it. The senior faculty meet after each semester to discuss the progress candidates are making towards reappointment and/or tenure and the observation letters from the semester are shared with all senior faculty at this time. Records are kept indefinitely with electronic departmental files.	We meet with them to discuss and write a letter. The chair tries to keep a file but I have to admit that we are not very systematic about this.	Junior faculty are invited to observe senior faculty. This is done informally and more deliberately early in a junior faculty member's career. Invitations to observe are always open but senior faculty don't often think to offer specific invitations beyond a junior member's first year.	Almost all of the adjuncts that we have hired have taught lab sections. We have not regularly done observations of lab sections of tenure-track faculty so we haven't regularly observed adjuncts. On a related subject, we haven't generally observed visiting faculty in one-year positions but senior faculty have let visitors know that we would be happy to visit and offer feedback and visits have sometimes taken us up on that offer.	Chemistry contributes to Biochemistry/Molecular Biology and Chemical Physics but since these programs consist of combinations of courses from two departments without specific courses that are truly interdisciplinary it is not clear that observations have been made in the past.	Senior faculty who serve as outside mentors for junior faculty in other departments are happy to observe their mentees but this has not happened often.		
4/7/2017 16:23:18	Classics	Barbara Gold	At least one senior member visits 1 language class and 1 classical studies class every semester, usually it is the chair or another member appointed by the chair.	1 member (appointed as a sort of mentor who might write a letter for that person's file) visits at least 1 class per semester	they are not usually (but we have not had 1500) up for promotion since about 1990)	we meet with them to discuss and write a letter. The chair tries to keep a file but I have to admit that we are not very systematic about this.	not usually (but they could)	we do not have adjuncts	2 people in Literature and History (who are part of our junior 14 member's informal "team") visited her class this semester prior to her reappointment. I have lectured in other programs (MedRen Studies) but never visited classes to observe.	no			
5/31/2017 20:37:57	Communication	Catherine W. Pflanz	Communication has never been allowed a tenure candidate. Nevertheless we have a substantive process for review of teaching and teaching evaluations. Ernest Williams first shared a well designed protocol with me some years ago.	Each year at all cases	No access to faculty for promotion. But I do assess term appointments for teaching and scholarship when it is appropriate for the term review.	In some cases I have offered written comments. Some colleagues have been uneasy that I simply sit down and talked with them. The uncertainty of the term appointment process, in addition to the fact that many of the Communication term appointments were just beginning to experience full-time teaching, suggested the need to adapt the protocol to individual needs.	YES, I always encourage junior faculty to observe my classes, share their r/yoals and discuss that data. As well as their challenging experiences in the classroom.	My responses here refer only to term positions. Adjunct faculty have not been included.	I think this is a crucial question and will pursue this in the past I have assumed that to ask to observe teaching in interdisciplinary programs would be disrespectful of boundaries.	Again, great question. The answer is unequivocal: I have not considered this but we should.	Syllabus review prior to the start of the semester with discussions of how the syllabus played out (bonnets and snafus) at the end of the term.		
4/5/2017 14:18:07	Computer Science	Stuart Hirstfield	Once per semester, by each senior member of the department.	We have never had this situation	After tenure and promotion to Associate rank, no visitations are regularly scheduled	A report is written by the visitor, and is reviewed in person with the candidate. Such reports are typically included in the junior's packet. They are maintained until the tenure decision is finalized.	We haven't been in this situation in many years. In the past, such visits would be encouraged, but not required. This policy may change given our current searches for junior faculty.	No	No	No	This is done on an ad hoc basis (i.e., when asked to visit by a junior faculty being mentored by one of our senior faculty)		
5/10/2017 10:20:06	Dance and Movement Studies	Elaïne Heekin	NA	Once a semester	Once a semester	I copy my answer to the first question about reappointment. When the current three tenured members came up for their tenure reviews (two in 2009 and one in 2014), two senior colleagues visited one language class for each junior member in the year of their tenure review. There was no previous class visitation at the time of the reappointment. There were no visitations to non-language courses (i.e. culture and linguistics courses taught in English). Therefore, each member individually asked other departmental senior colleagues to observe their classes and write letters of support.	Within each of the Chinese and Japanese Programs, all language instructors visit one another's class regularly (at least several times a semester for all courses). But the primary purposes of those visitations were to ensure the quality of language teaching by guiding newer instructors with particular pedagogical methods, as well as to assess students' performances for daily grades. Furthermore, class observations of EALL students have been in non-tenure-track positions (e.g., Chinese currently has one tenured and seven non-tenured positions), comments from the observations by the visiting members were never reflected in the three tenure-track members' tenure review processes in 2009 and 2015.	Since EALL the Chinese and Japanese Programs operated independently up to 2015, each department had its own language classes for each program. This had worked well when the visiting members taught only language courses (and that was usually the case). However, if we have visitors whose appointments also include teaching culture courses in English, it would be necessary for senior members in the field (e.g., linguistics, literature, and film) to visit those classes at least once a year.	The Junior members received informal comments in a quiz meeting after the one visitation. But now that we have a new tenure-track member in Chinese and we plan to make this process more transparent, it would be good to have a report that each senior faculty write a short report to the chair and the junior faculty submit a report to the chair.	We encourage all members to visit senior faculty's classes. In the case of language classes, class visitations are required.	We have not had adjunct faculty in EALL. We have language fellows, but they do not teach our classes.	There is no departmental policy about this, so it is up to each faculty. Senior faculty should encourage everybody to visit classes outside EALL and provide information about faculty and courses outside EALL. We have an issue for many of the members in EALL.	Some of the members in EALL have observed classes for mentoring purposes. But not all members in EALL have done so, and the members who have do need to be more normally visit classes once a year.
6/1/2017 13:06:55	East Asian Languages and Literatures	Kyoko Omori	When the current three tenured members came up for their tenure reviews (two in 2008 and one in 2014), two senior colleagues visited one language class for each junior member in the year of their tenure review. There was no previous class visitation at the time of the reappointment. There were no visitations to non-language courses (i.e. culture and linguistics courses taught in English). Therefore, each member individually asked other departmental senior colleagues to observe their classes and write letters of support.	Within each of the Chinese and Japanese Programs, all language instructors visit one another's class regularly (at least several times a semester for all courses). But the primary purposes of those visitations were to ensure the quality of language teaching by guiding newer instructors with particular pedagogical methods, as well as to assess students' performances for daily grades. Furthermore, class observations of EALL students have been in non-tenure-track positions (e.g., Chinese currently has one tenured and seven non-tenured positions), comments from the observations by the visiting members were never reflected in the three tenure-track members' tenure review processes in 2009 and 2015.	Since EALL the Chinese and Japanese Programs operated independently up to 2015, each department had its own language classes for each program. This had worked well when the visiting members taught only language courses (and that was usually the case). However, if we have visitors whose appointments also include teaching culture courses in English, it would be necessary for senior members in the field (e.g., linguistics, literature, and film) to visit those classes at least once a year.	The Junior members received informal comments in a quiz meeting after the one visitation. But now that we have a new tenure-track member in Chinese and we plan to make this process more transparent, it would be good to have a report that each senior faculty write a short report to the chair and the junior faculty submit a report to the chair.	We encourage all members to visit senior faculty's classes. In the case of language classes, class visitations are required.	We have not had adjunct faculty in EALL. We have language fellows, but they do not teach our classes.	There is no departmental policy about this, so it is up to each faculty. Senior faculty should encourage everybody to visit classes outside EALL and provide information about faculty and courses outside EALL. We have an issue for many of the members in EALL.	Some of the members in EALL have observed classes for mentoring purposes. But not all members in EALL have done so, and the members who have do need to be more normally visit classes once a year.			

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5/22/2017 17:20:39	Economics	Paul Hagstrom	Every member visits at least once before tenure, usually once per semester or a bit more depending on who is away.	We tend to visit the visitors once to give them feedback. Most adjuncts hadn't been visited until the last couple years. We will try to do every 3 years for the longer term adjuncts.	Less than once per semester.	All visits result in a letter that is saved in the chair's electronic files. I don't really think about how long. The files are passed from chair to chair. The letters and the classroom experience are shared shortly after the visit (and hopefully discussed).	Yes. We have recommended that we can take us up on the offer.	I don't believe we have ever invited adjuncts to observe full time faculty.	Not applicable, but no.	Not to my knowledge although many of us do mentor others.	
5/1/2017 8:49:49	French and Francophone	Martine Guyot-Blender	About once or twice a year by one or two colleagues/total maybe 5 times before tenure (but that was a long time ago, since the last person in our department was tenured in 1986). But I remember that we spoke about it at departmental meetings.	At least once a year/total maybe 3 or 4 times (especially if they are applying for tenure lines). Visitors applying for jobs are usually eager for visits.	Very few if any. No memory.	Usually letter and/or conversation. For faculty on tenure lines, often a detailed letter especially in the first year visit we do not keep archives of these letters and there is no real protocol on what they should include.	Rarely since we all have been tenure for so long.	Nothing formal, but we all invite visitors and teaching evaluations to observe. Few accept the invitation.	Not so far.	Not so far.	A formal, written policy would help us be more on task.
4/16/2017 10:21:22	Geosciences	David Bailey	Junior members of the department are visited by every senior member of the department at least once per year. For our department with four senior members, two visit the junior member's classes in the fall semester, and two visit the junior member's classes in the spring semester.	N/A	No formal policy. All senior members are already full professors. No visitations occurred after tenure for ANY of the senior members of the department. BTW - this caused problems at the time of promotion for some members of the department because many comments were made about colleague's teaching that were based solely on hearsay and not on any first-hand knowledge.	No set policy. Some senior members provide feedback in writing, others just provide feedback orally. There is no departmental file of the written comments, although the junior member keeps copies of these written responses.	No formal policy or structure, but the junior faculty member knows that she can visit any class at almost any time. So far she has visited three classes taught by senior members of the department.	N/A	No policy or practice (although this is a good deal).	No.	Prior to visiting a junior faculty member's class, the senior member of the department meets with the junior colleague. The junior member provides an overview of the activities planned for the upcoming class, and provides copies of any handouts, lab exercises, etc. Following the classroom visitation, the senior and junior members then meet to discuss the class and to constructively evaluate ways to improve the activities.
6/23/2017 0:19:50	Government	Phil Kiskiner	Generally once by each senior member of the department before reappointment and then again before tenure.	Do you mean visitors? In that case it is done on an "as needed" basis.	See response to the first question.	Senior member writes an assessment that is shared with the junior member and the department chair. Copies of letters are kept by the department ACA and used during consideration of reappointment and tenure.	They have not been invited, but they are welcome to do so if they want to. I had a visiting colleague ask to see the policy and I was happy to have him sit in.	Generally no.	Generally no.	Perhaps on an individual basis when faculty are assigned as mentors.	No.
4/28/2017 16:27:34	Hispanic Studies	Jessica Burke	typically, once or twice a year	once or twice a year	once or twice a year	the observing colleague prepares a written report on the observed class, then meets with the candidate to discuss the report and on the day as the person is employed at Hamilton.	Yes, they are. Tenure-track faculty, temporary faculty, and post-doc are invited to observe classes by senior faculty.	Jeremy Medina (emeritus) is our only adjunct, and we have not observed him, but will begin to do so after the policy was explained at the last Chair meeting.	We have not done this.	We have not done this.	My standard policy as Chair is to observe a new faculty member during their first semester and if there is an issue, to return to observe again, after giving feedback. Otherwise, we generally observe junior faculty once or twice a year.
4/1/2017 21:50:11	History	Kevin Grant	We created and approved guidelines on class visitations in 2016. If all goes as planned, every tenured, voting member of the department should visit each untenured colleague's classes twice before reappointment and twice before tenure. Each tenured faculty member must visit each untenured colleague's classes at least once every two years and at least once in the semester prior to reappointment or tenure review.	The chair will insure that in each semester at least one senior member will visit each course taught by a junior member, whether tenure-track or temporary.	We do not have a specific policy on professors visiting the classes of associate professors. This is neither a policy nor a practice in our department.	Each senior member who visits a class must write a report. A copy is given to the untenured colleague and to the chair. The senior and junior colleague may meet to discuss the report and they often do so, but this is not required. The junior colleague writes the report, and then becomes responsible to report that then becomes part of the record. Just as a faculty member may add a comment to a chair's annual review. The reports are kept on the individuality. I should say that I have made this the practice as chair. It was not previously customary to file reports individually.	Yes, they are. Tenure-track faculty, temporary faculty, and post-doc are invited to observe classes by senior faculty.	Yes, that is covered under the provision that in every semester the chair ensures that one senior colleague visits each class taught by junior colleagues.	No, we have not done this.	Yes, occasionally. We can't say how often this occurs.	Finally, let me make a provision in our visitation guidelines that hasn't come up: "To facilitate the visitation process, the chair will coordinate the junior members' schedules to senior members at the beginning of each semester. Senior members and junior members will then mutually work out the schedule of visitations."
4/5/2017 10:01:36	Literature and Creat	Margaret Thickett	We try to cycle each tenured/voting person into the class	We haven't had such people in recent years until	Please see above and our very explicit and	Informally, then in writing, then in conversation.	Yes, and they have been	Our only "adjunct" faculty are emeriti. We have not No.		I do. I did not follow your	Please consult our reappointment and tenure & promotion guidelines for more information than any person could desire.
4/18/2017 17:02:50	Mathematics	Sally Cockburn	Typically, it is one class per semester. On occasion, two professors have visited one junior colleague's class in one semester, or one professor will visit more than one class of a junior colleague in a single semester. We tell our junior faculty that we expect that by the time they come up for tenure, every senior member of the department will have observed them at least once.	Not applicable, we don't have any non-tenurable, reappointment-style classes.	We don't visit classes by candidates for promotion.	As is stipulated in our Tenure and Promotion Guidelines, visiting professors are expected to write up a report. It has been our practice that there is also an informal meeting after the class visit. We maintain a record of these reports, in perpetuity.	In the recent past, junior faculty have asked to observe senior colleagues, and the senior faculty have welcomed them.	It is not explicitly part of our policy. However, this semester, our adjunct faculty asked to be observed and we did so.	Not applicable.	No.	No.
7/2/2017 16:41:12	Music	Heather Rulman	Each class of a candidate for tenure will be observed at least once per semester, rotating through senior and junior members. By reappointment the candidate will have had 11 observed classes and rehearsals. By standing for tenure the candidate will have had 22 classes observed.	Non-tenurable faculty should be observed once every semester by a senior member of the department.	Candidates for promotion should be observed for at least one class or rehearsal per semester by a senior member of the department.	The department will maintain a written record of comments from observed classes and rehearsals. The observers should also meet informally with the observed faculty to discuss the class or rehearsal.	Junior faculty are encouraged to observe classes and rehearsals at least 2-3 times.	Adjunct music faculty should be observed once every 2 years, or the term of their reappointment if less than 2. (1)	We don't as of now have this practice.	We have not previously had this practice. We will encourage all faculty to consider doing this going forward.	no
4/29/2017 10:32:30	Philosophy	Marianne Janack	once or more each semester	we visit one or more times of each type of class Doug teaches every other year.	infrequently	we give informal feedback, and we write up reports which are sent to the chair to be included in the department's letter when the candidate comes up for reappointment or tenure.	yes	18 years I've been at Hamilton. But if we are considering extending an appointment for a VAP, we make classroom visits (generally, unless the teaching evaluations are excellent). We also visit at the request of any member of the department who might need a letter, or who is having trouble in the classroom, and initiate those visits in cases where the evaluations indicate that the faculty member is having difficulties.	no	yes—but only on the request of the mentee	
5/1/2017 12:01:53	Physics	Seth Major	once, twice, less frequently	N/A	Once. Less than once per year	There is no policy but we normally meet after the class and sometimes write up a letter or notes.	Although there is no policy, junior faculty have visited classes of senior faculty. As far as we know these just involve a meeting but no written feedback.	We have no policy and few adjuncts.	Rarely. Although it certainly happened during the sophomore seminar.	Rarely if ever.	With new folks aboard, now is a good time for us to discuss our classroom visitation practices and discuss a policy. We have drafted these discussions.
4/4/2017 13:47:16	Psychology	Jen Borton	We aim for one visitation per semester for each course by each senior faculty member	We aim for one visitation per semester in each course by each senior faculty member in the 1st year. After that, we're a little more lax.		The senior members do a formal write-up, which is shared with the candidate, and meet one-on-one to discuss it. These write-ups are kept on the chair's computer forever.	Yes. Let me sit on Doug's entire semester of Visit and Behavior prior to teaching her lower-level recs course. Several junior faculty have observed the senior faculty's lab classes to get a feel for the approach.	Sadly, we're a bit behind the times on this one. I've recently arranged to visit the class of an adjunct who has been teaching in our department for many years now. I do sit down with the other adjunct at least each semester, but her class is an evening seminar and I haven't sat in.	No.	No.	
5/1/2017 13:24:28	Religious Studies	Steve Humphries-Brooks	Every class taught each semester by one of the senior members of the department. This would come out to 4 or 5 classes per year. We have only two senior members and we plan observations so that we each see or try to see each candidate multiple times in a semester. Currently we have three tenure track candidates.	Currently we do not have a renewable non-tenurable person. When Brent Platte returns next I presume we will arrange for regular visits.	We have not had this situation arise during any time as chair.	They receive both oral and written feedback. The written report is given to the candidate and chair, who discusses the report at the annual review. The candidate also is invited to respond in writing to the chair if there is any additional comment they would like to have added to the report. The reports are kept on file and are available for review during renewal, promotion and tenure consideration.	Not unless they ask to.	No	Only occasionally when invited. In written form to the faculty and chairs involved when invited.	Not to my knowledge.	Candidates who teach in programs or who cross-list in other departments frequently ask to be observed by tenured members of those programs/departments. At the candidate's request those reports are shared with the chair and kept on file.
5/2/2017 16:25:52	sociology	Steve Ellingson	Old policy was the chair made periodic visits usually 2-3 per semester. New policy is each senior member visits the dept. to provide advice and help with teaching once per semester.	We don't have a set policy; in practice we have worked quite informally. The chair often visits once or twice a year and we encourage tenured members of the dept. to provide advice and help with teaching to visiting faculty. We have not had many reappointments in the last 12 years.	None if you are talking about associate professors	informal over coffee and the chair will take written notes from all classroom visits and incorporate into annual reports.	Not formally, but they observe senior faculty as a normal part of teaching faculty 110 and informally this can happen if junior faculty ask or are invited.	We rarely have adjunct faculty and the last was Dennis Gilbert. We do not have a formal policy on this and don't anticipate hiring adjunct faculty members with the current budget constraints and probably to minimize adjuncts. If these change we develop a policy.	Not to my knowledge	Not formally but it may happen informally. I have offered to do so for my mentor.	no
4/28/2017 17:49:57	Theatre	Mark Cryer	Once per semester or more, also by their request.	Once per semester or more, also by their request.	Once each semester by every tenured member of the department.	Oral and written.	Yes.	We have no adjuncts	No.	N/A	No.
4/30/2017 18:36:20	Women's and Gender Studies	Anne E. Lacamana	We don't have any TT faculty in the department	Every year we visit each other's WMGST 101 class to lead a discussion. This provides us an opportunity to observe one another on a regular basis.	See Above.	Informally.	Yes. If we have VAPs we welcome their feedback and invite them to our classes.	N/A	No	Occasionally.	

[1] Responder updated this value.