

Teaching Assessment For Review, Promotion and Tenure Working Group Update

May 1, 2026
Faculty Senate

Working Group Members

Eric Delmelle, Associate Professor & Associate Chair, Biostatistics and Health Data Science

Kristen Jellison, Professor & Associate Dean for Faculty Development, Civil & Environmental Engineering

Haiyan Jia, Associate Professor, Journalism and Communication

Steven McIntosh, Professor & Department Chair, Chemical and Biomolecular Engineering

Lia Sandilos, Associate Professor, Education and Human Services

Siva K. Sivakumar, Professor & Chair, Marketing

Larry Snyder, Professor, Industrial Systems & Engineering and Deputy Provost for Faculty Affairs

Background, Goal & Motivation

Background: Lehigh has relied heavily, even primarily, on student evaluation of teaching (SET) when assessing faculty teaching excellence, which is broadly understood as unreliable, unfair, and unethical

Goal: To explore how we evaluate teaching for the purposes of review, promotion, and tenure (RPT)

Motivation: Better consistency and equity in the evaluation of teaching throughout the university

Process

- Proposed approach is heavily influenced by Wake Forest University and a review of other institutions' teaching evaluation for RPT
- Discussion on teaching activities, criteria for teaching effectiveness, evidence of teaching effectiveness, and procedures for assessment
- Forming a recommendation for teaching evaluation for RPT
- Submitting the recommendation to Nathan Urban, Terry-Ann Jones, and Sabrina Jedlicka
- Obtaining feedback from the Senate, Chairs, and Deans
- Combining forces with the working group on *Course Evaluation* led by Terry-Ann

Draft Proposal

- Four categories of **teaching activities**, both inside and outside the classroom
- Six interrelated **criteria** for teaching effectiveness
- Multiple possible forms of **evidence** for teaching excellence

Teaching Activities

Course Instruction

Teaching students new knowledge and new ways of thinking

Student Mentorship

Providing support to students outside of class, including through supervising student research, creative work, or independent studies, as well as providing career or personal mentorship

Course Development

Designing or redesigning courses or curricula to meet department or program needs

Pedagogical Growth

Engaging in intentional personal reflection or professional development that is responsive to multiple forms of feedback

Criteria for Teaching Effectiveness

Course Design, Development, & Innovation

The instructor chooses goals, activities, and assessments to foster effective learning

Instructional Strategies

The instructor makes intentional and effective choices about course format, contents, and feedback

Student Support

The instructor maintains an environment in which students feel that their learning is the instructor's priority

Pedagogical Growth

The instructor continually strives to improve their own teaching

Student Learning

Students learn, and learn how to learn

Student Experience

Students feel a sense of academic growth, participation, and respect

Evidence for Teaching Effectiveness

Current RPT Dossier Materials

Teaching Statement

Chronological list of courses taught

Description of advising

SETs (tabular & complete)

Peer observation report, if any

Other supporting materials

Proposed RPT Dossier Materials

Teaching Statement

--

--

Evidence of learning

Student feedback (narratives in SETs, student testimonials)

Peer observation reports

Sample course materials

Evidence Criterion	Teaching Statement	Student Feedback	Evidence of Learning	Peer Obs.	Course Materials
Course and Lesson Design	✓			✓	✓
Instructional Strategies	✓	✓		✓	✓
Student Support	✓	✓		✓	✓
Pedagogical Growth	✓	✓	✓	✓	✓
Student Learning	✓	✓	✓		
Student Experience	✓	✓			

Timeline

Dec. 2025: Review other institutions' teaching evaluation for RPT

Jan. 2026: Discuss teaching activities, criteria for teaching effectiveness, evidence of teaching effectiveness, and procedures for assessment

Feb. 2026: Draft a recommendation for teaching evaluation for RPT

Apr. 2026: Submit the recommendation to Nathan Urban, Terry-Ann Jones, and Sabrina Jedlicka

Summer, 2026: Combine forces with the working group on *Course Evaluation* led by Terry-Ann

Sept. 2026: Discuss with the Senate, Chairs, and Deans/Associate Deans

Spring 2027: Proposed changes go into effect