



AOP 13.15: EVALUATION OF TEACHING PERFORMANCE

PURPOSE

The following policy guidelines have been adopted by the University to provide the faculty with the procedure that will be used in the evaluation of teaching performance at Mississippi State University.

POLICY/PROCEDURE

Numerous measures of teaching performance can be used to assist in the process of faculty improvement and for personnel decisions. Personnel decisions in this case will include annual raises, annual evaluations, and promotion and/or tenure decisions.

Faculty members are expected to provide the department head and dean with information to support the evaluation of their teaching performance. A faculty member can choose among the following criteria to provide information to support evaluation of his or her teaching performance:

- a) Peer evaluations (internal or external)
- b) Self-evaluation or report
- c) Classroom observation report
- d) Student learning outcomes
- e) Student course surveys
- f) Faculty response to student course surveys
- g) Faculty response to mid-term student course surveys
- h) Scholarly research/publications/presentations related to teaching
- i) Examples and/or analysis of course materials including course syllabi, assignments and exams
- j) Teaching grants and awards
- k) Additional student input in the form of letters, emails, faculty nominations, etc.
- l) Curriculum development and innovation
- m) Evidence of significant professional development in teaching
- n) Additional evaluation materials.

Student course surveys will be administered uniformly across all courses each semester, but they shall not be the only criterion used to review teaching performance. Used alone, survey results may or may not provide accurate and appropriate information upon which to base judgments about teaching effectiveness. By themselves, student surveys of teaching may indicate trends and provide faculty members with useful information about methods of instruction and practices. Used in combination with other types of information about teaching performance, student course surveys can yield useful information about teaching effectiveness.

- a) Student course surveys may be conducted using any mode(s) (e.g., electronic, paper) provided by and supported by the university.
- b) The survey will investigate aspects of each of the following categories: (i) the course and (ii) the instructor. The Teaching Evaluation Committee generally will be responsible for updating and changing the student course survey.
- c) All procedures and processes for statistical reporting shall be developed and reviewed by the Teaching Evaluation Committee. The Teaching Evaluation Committee will consult with the Student Association.

The faculty member, along with their department head and dean or director, shall receive a copy of the statistical report and all comments for every evaluated class and section the individual teaches.

REVIEW

This AOP will be reviewed every four years (or whenever circumstances require an earlier review) by the Executive Vice Provost with recommendations for revision presented to the Provost and Executive Vice President.

REVIEWED

/s/ Peter Ryan 7/14/2021
Executive Vice Provost & Dean, Graduate School Date

/s/ David Shaw 4/1/2022
Provost and Executive Vice President Date

/s/ Rebecca Robichaux-Davis 2/16/2022
President, Robert Holland Faculty Senate Date

/s/ Tracey N. Baham 5/18/2022
Assistant Vice President, Institutional Strategy & Effectiveness Date

/s/ Joan Lucas 5/9/2022
General Counsel Date

APPROVED

/s/ Mark E. Keenum 6/27/2022
President Date