

III.13 Evaluation of Teaching

III.13.1 The parties agree that annual assessments of teaching effectiveness by students are valuable in contributing to the improvement of teaching within the University.

III.13.1.1 ~~III.13.2~~ Departments and Programs shall develop and maintain assessment instruments that are appropriate to their academic disciplines, with assistance from the **Instructional Development** ~~Interactive Learning~~ Centre. These instruments will be made available to students in all courses on an annual basis. Such assessments will be made available in confidence to the Departmental/Program tenure/permanency/personnel committees and COAP in cases where the member is under consideration for tenure, promotion or merit on the basis of excellence in teaching.

III.13.1.2 ~~III.13.3~~ Members shall not be present when the students assess their teaching and assessments shall not be transmitted to the department or program by the members. Departments or programs shall count the number of assessments transmitted annually for each member. Members may read the assessments after final grades are submitted. Each member's assessment shall be for the confidential information of that member except as noted in **III.13.1.1** ~~III.13.2~~ or, in other cases, at the member's option. Members shall return the same number of assessments, for personnel decisions, as were submitted after the assessment.

III.13.2 ~~III.13.4~~ Each faculty member shall be encouraged to create a teaching dossier, consisting of annual **assessments of teaching effectiveness by students** ~~teaching evaluations~~ and other information the member deems pertinent. Members may also submit these dossiers for consideration in cases of tenure, merit, and/or promotion. The decision not to submit a teaching dossier shall not be held against a member.