

Departmental Mentoring Plan Black Studies Program

- Purpose:** To provide faculty with opportunities for collegial review of teaching for purposes of ongoing development and improvement of teaching effectiveness.
- Timeline:** Each faculty member in Black Studies will be reviewed every three to five years.
- Review Process** The review process will consist of classroom observations by faculty who teach in Black Studies
- The faculty member being reviewed will select at least two observers from among the faculty who teach Black Studies courses.
 - The faculty member may arrange observations of his or her classes in a manner that is convenient for all (simultaneously or separately) during the year selected for a review.
 - Prior to the review of the faculty member being reviewed and the observing faculty should engage in conversation to share relevant information that will provide context for the review.
 - Subsequent to the review the faculty member being reviewed and the observing faculty should engage in conversation to debrief.
 - The review should consist of observations of at least two class sessions.
 - Sensitive discussions or feedback that emerges from the review process are to be treated in a confidential manner.

In addition to the required classroom observations, the faculty member shall choose at least one of the following options:

- Conversations with another colleague(s) who teaches Black Studies courses
- Conversations with colleagues who teach or have taught the same courses
- Sharing of syllabi, texts, and other materials
- Consultations about dynamics that affect pedagogical choices for Black Studies courses
- Discussion groups with respect to pedagogical or course materials
- Participation in pedagogical sessions offered by the GLCA or Ohio 5 consortia
- Any other process developed in consultation with the Director of Black Studies

Black Studies will offer the opportunity for junior or senior faculty in other departments, who teach cross listed courses with Black Studies to engage in formative review through the Black Studies Program, in addition to the formative evaluation being carried out in their home department. Black Studies would be flexible in coordinating classroom visits with those conducted in their home department to create a process that is supportive of and beneficial to the faculty member being reviewed.

This process will be revisited periodically to assess how well it is working.