SELECTING PEER EVALUATORS FOR PROMOTION AND TENURE

The review of candidates for tenure and/or promotion involves an external peer review of evidence prepared by the candidate. The candidate and the faculty make a list of potential external peer reviewers jointly. “Committees should request a minimum of six responses from external evaluators (outside UMCP), at least three but no more than half of the referees shall be chosen by the candidate (APT Policy 762.766).” The Dean in consultation with the chair of the APT must approve the final selection of external peers before the chair, or their designate, contacts any one. “Candidates may not contact referees to determine their willingness to provide information, or to inquire about the contents of the evaluation.”

The School is interested in subjecting its candidates for tenure and/or promotion to a rigorous review of their credentials. Therefore, external reviewers must be prestigious scholars who can provide an objective assessment of the candidate’s credentials. The University makes an assessment of the quality of the selected scholars based upon the individual’s vitae (a written summary of the reviewer’s credentials is provided by the APT committee for inclusion in the dossier) and the general prestige of the institution they are associated with. The University’s APT document states that “it is important to justify the choices of evaluators and to indicate the type and quality of the institution or program with which the evaluator is associated.” To comply with this requirement it is often helpful to our colleagues across campus who are part of the review process if they can readily accept the quality of the reviewer based upon the institution. While this is not the only consideration of a qualified reviewer the following list of AAU and University of Maryland peer institutions is provided to help guide the selection of reviewers.

Association of American Universities (AAU)
University of Arizona
University of California – Berkeley
University of California – Davis
University of California – Irvine
University of California - San Diego
University of California - Santa Barbara
University of Colorado – Boulder
University of Florida
University of Illinois - Urbana – Champaign
Indiana University – Bloomington
University of Iowa
Iowa State University
University of Kansas
University of Michigan
Michigan State University
University of Minnesota
University of Missouri
University of Nebraska
State University of New York – Buffalo
When developing a list of external reviewers it is important that those nominated be able to objectively review the evidence submitted by the candidate. Therefore, former professors, or scholars with a close personal relationship should not be considered. Anyone who has the appearance of having an interest in having the candidate advance should be avoided.