



PEER CONSULTATIONS AT CBS

Peer-to-peer consultations as continuous pedagogical development throughout an academic career at CBS

AIM

Peer consultations are not only an effective tool for developing individual teaching competencies; it allows for an exchange of ideas about teaching approaches, tools, methods, and values, and generally serve to increase awareness and interest for teaching at the department level. Sparring about teaching is not a new thing in the organization; this model should be perceived as a way of formalizing what is already happening in the teaching and learning environments across departments, study programs, and teacher groups.

The aim of this document is to outline the CBS model for peer consultations, including the minimum requirements for living up to the consultation model presented, as well as outline the roles of the staff included in this process.



MODEL

The model for peer consultations at CBS includes the following elements:

- 1) Every faculty member is obliged to engage in at least one peer consultation every fifth year, preferably more often. PhD students and Assistant Professors are already engaged in such activities through their PhD School, APP or HETEP participation, but for tenured faculty this initiates from 2023.*
- 2) The exchange of feedback given and received during a peer consultation is confidential to the participants. However, the participants report their participation during the EDR/MUS process and offer their personal reflections about the consultations to their Head of Department.*
- 3) The Head of Department describes and reflects on the peer consultation activities in recurring department evaluation self-reports.*
- 4) Timing and methods are decided locally in each department.*
- 5) There will not be awarded Prophix hours for the engagement in peer consultations.*

The model leaves substantial freedom to departments regarding the implementation. To reduce the uncertainties, DIR has collaborated with Teaching & Learning to develop the set recommendations and support options below:

- *In order to increase the general learning effects, and to train faculty for the mandatory peer consultations every five years, all faculty should be encouraged to participate in the consultations more often than once every five years.*
- *All departments should start practicing peer consultations in the Spring term of 2023.*
- *Departments should develop a way of managing the peer consultations, which allows all faculty to find it safe and inspiring to participate.*
- *As the default format, peer consultations should be carried out in triads, with roles rotating between the three participants.*
- *External lecturers are not the target group of this initiative, as CBS has a separate competency building strategy for this group of teachers. However, external lecturers may well be invited to participate, if they can contribute with knowledge and experience to the process.*
- *Likewise, PhD students, Postdocs and Assistant Professors are not target groups but may be included on an individual basis.*
- *The departments are encouraged to exploit the experience of their cross-departmental and departmental HETEP supervisors in this process, and to engage the teaching coordinators.*
- *Teaching & Learning will curate materials for observation and giving feedback.*

ROLES & RESPONSIBILITIES

For academic staff at CBS

- *All academic faculty members must engage in a peer consultation at least every fifth year – and preferably more often as a part of their commitment to continuous professional development*
- *Reach out to two colleagues in order to establish a triad (if this is applicable in your department), and follow the guidelines for peer consultations at CBS ([link](#))*
- *Read more about peer consultations and guides and inspiration for observing and providing feedback [here](#) ([link](#))*
- *Academic faculty is responsible for letting the department (and/or the Head of Department) know that they have initiated a peer consultation.*

For departments at CBS

- *The Head of Department should follow up on the peer consultations at the annual EDR/MUS and reflect on them in the department evaluation self-reports*
- *The department should keep track of who has engaged in and initiated a peer consultation and when The Head of Department should support a culture of knowledge sharing and peer learning across the department*
- *The Head of Department should develop a sustainable framework for peer consultations at the department that is suitable for the academic culture and disciplinary research and teaching domain.*