

Standing Committee
NORTH CAROLINA STATE UNIVERSITY

Evaluation of Teaching (EoT) Minutes

Monday, September 10th, 2018: 1:30-3pm

Clark Hall Conference Room, 4th floor

1. Introductions
2. Meeting times for Fall 2018: Mondays at 1:30 on Sept 10, Oct 8, Nov 12, and Dec 10.
3. Acknowledge Previous Work
4. Updates on Continued Items from EoT Spring 2018
5. New Business: Bias in SETs (student evaluations of teaching)
6. ClassEval questions review will be next year.
7. Additional suggestions or items for consideration?
8. Adjourn

1:30 pm, called to order. No motions or votes were taken.

Present:

Kelia Ray, masters student in Technical Communications, College of Humanities and Social Sciences
Penny Jeffrey, Sci, Tech, Engr & Math (STEM) Education, College of Education
Diane Chapman, Director of Office of Faculty Development
Maria Gallardo-Williams, Chemistry
James Bartlett, ELPHD, College of Education
Whitney Jones, Dept of Biological Sciences
Mi Kim, History
Amy Neaves, Office of Faculty Development
Anna Howard, Mechanical & Aerospace Engineering
Katherine Stewart, Provost Office Liaison
Grae Desmond, Institutional Planning & Research (Classeval contact)
Jason Osborne, Statistics
April Kedrowicz, Dept of Clinical Sciences, College of Veterinary Medicine
Prakhar Kumar, Masters Student in ECE, College of Engineering
Paul Williams, Accounting, College of Management

Not Present:

Srinivasan Krishnamurthy, Business Management
Shweta Trivedi, Animal Science
Mike Carter, Graduate School, Dean's Office & Staff

2. Meeting times set for Fall 2018: best day determined by Doodle poll to be Mondays at 1:30 on Sept 10, Oct 8, Nov 12, and Dec 10.

3. Acknowledge Previous Work

4. Updates on Continued Items from EoT Spring 2016

- a) Last year's EoT committee worked through proposed changes to regulations 05.20.10 and 05.20.20. These are in the approval process.
 - i. Katherine Stewart explained: This committee is the point for our regulation on EoT. We are empowered to suggest changes to those regs or others where EoT is addressed. Last year we did a lot 05.20.10 and some to 05.20.20 about peer review of teaching. Those revisions have been submitted. They go through a multi-stage review process. They go to the Provost and then to the Faculty Senate Executive committee which may approve or refer to a committee in the Faculty Senate. If Dr. Stewart can answer the questions, she will otherwise she'll bring them back to us. Once the Faculty Senate approves, the revisions goes to the deans as info-only. If the deans are very unhappy, the Provost may ask us to review the deans' concerns. If not the university lawyers get a last chance to approve the changes to the regulations.
 - ii. Katherine Stewart: The Faculty Senate Executive Committee will talk about 5.20.10 and 5.20.20 on Thursday, September 13th unless delayed by Hurricane Florence. If they do not discuss these regs then, the new changes will be discussed Thursday, September 27th.
- b) The Comment Selection Tool will pilot in TECS and Forestry.
 - i. To review: the EoT committee has been working on the Comment Selection Tool for approximately 4 years. The Comment Selection Tool selects a random sample of student open-ended comments from Classeval for faculty to use in their dossier for promotion and tenure. (The supplemental questions which a department may add are not pulled from.) The committee members were worried that people were not fairly sampling the comments to include. We wanted to minimize cherry-picking student responses.
 - ii. The EoT committee last year determined that the Comment Selection Tool was not ready to be rolled out to the entire campus. TECS and Forestry agreed to pilot the Comment Selection Tool in their dossiers this year.
 - iii. Katherine Stewart will reach out to those departments to see how they're doing.
 - iv. The committee this year will need to determine a strategy for further roll-out this year.

5. New Business:

- a) Partner with student government organizations at NC State to disseminate information about ClassEval.
 - i. Can we improve the response rate? (Talking about classeval by the professors)
 - ii. Can we make a five-minute video to show the students before they fill out the classeval?
 - iii. Can we link the grades to the evals? (Probably not)
 - iv. OFD has done a lot of work on putting information together for faculty on the best way to do Classeval.
 - v. THINK QEP had many questions on using incentives on classeval – need to educate faculty on that they may not use incentives.
- b) Bias in SETs (student evaluations of teaching)
 - i. What bias is there in SET's?

- Sources of bias: beauty, age, different mother tongue, gender, innovation in the classroom, etc. All these will lower SETs.
 - The data suggests complicated things like teaching cannot be easily measured by a simple model.
 - Are there biases in the students and performance levels of the students themselves? We may need to adjust a class that has as many males as females, etc. We need to adjust the class to what you'd get if you have an average GPA. (Have to be careful – can't be able to figure out who the students are.)
- ii. Can they be used in personnel decisions?
- We can discuss how SETs should be used in the PRT decisions.
 - Post tenure review reg requires Peer Reviews of Teaching not classeval data.
 - Southern Cal doesn't use SETs for PRT anymore. We could consider that, but Katherine Stewart cautioned that any committee should consider also other sources of bias in the process.
 - The university may use a biased instrument in hiring decisions – if carefully done.
 - Committee agrees that PRT shouldn't be based only on number of grants, number of publications, etc. Most measures have at least some bias. Grant awards & publications are all biased.
 - Last year we beefed up the Peer Teaching evaluations. Right now dossiers only need a summary of Peer Teaching which candidates write themselves. The committee hopes to raise the quality level of Peer Teaching reviews. With quality peer evaluations, perhaps student evaluations are put in context.
 - How much data would it take to adjust for the bias? We adjust in admission: for example, schools with AP courses or not. Probably wouldn't stand with the faculty.
- iii. Can SETs be abandoned?
- Abandoning SETs begs the question: what else can we do? We can't paralyze ourselves.
 - Are SETs so biased so they're not useful? Can they be improved in any way? Can they be part of a collection of data?
 - Universities made these decisions for years before SETs.
- iv. Can we increase user knowledge, both students, faculty, and administration?
- Can we discuss bias with the students? “Have you been fair to the instructor in your assessment?” If you sensitize people at the beginning, you can provoke more ethical behavior.
 - Outreach to faculty as to best practices for using classeval. (Need to expect a snapshot and should review it.) What do we need to add? How are we going to get this done?
 - Education needs to hit all departments, not just the teaching departments. Educate the faculty as to bias included. Best practices in understanding classeval and using it in PRT decisions.
 - Educate the students as to why the classeval is important, how its used, and bias included. We also need to include student burden.
 - Can we get the college of design to make such a video? Not easy.
 - Develop a recommendation for use of SET in promotion as a biased instrument.

- We also need to talk to the Department Chairs about how they use the classeval. We have 64 very different departments at NC State. The EoT committee can make recommendations but will have limited success in telling departments how to do things.
 - We can push for “this is how they should be used” so that faculty can object when they are not used in that fashion. (Could be fixed by using a video?)
 - Does the OFD FAQ mention bias? We need to acknowledge that we recognize there is bias, but that we still find value in the SETs. Flawed but still useful. We may be able to add this to the FAQ.
 - Update OFD FAQ & market it (Dean's council, widely not just to classic departments) – everyone on committee needs to read:
<https://ofd.ncsu.edu/wordpress/wp-content/uploads/2016/04/ClassEvalFAQ.pdf>
- v. Are SETs summative or formative?
- This committee can think about how we can approach using the SETs for formative assessment and/or summative assessments.
 - They may have been intended to be formative, but now that they're in the dossier they're summative.
 - Formative assessment information needs to be disaggregated, but the smaller the class the less able you are to do that.
 - Recommendations for summative use of SETs in personnel files. (Long conversation)
 - Has the board of gobs provided any criteria? There's nothing in the code.
- vi. Do we want to change how the SETs are shown on the dossier?
- Can we propose including a histogram instead of a mean?
 - Word cloud for adjectives?
- vii. What do our peers do?
- System office wants to stay away from this decision because different institutions need to evaluate different things (School of the Arts, etc). What scales at FSU does not scale at NCSU.
 - But we have other peer institutions. We have a lot of ability to find out what others do. Use of SETs in personnel decisions. It might be worth looking at our peers.

6. ClassEval questions review will be next year.

a) Classeval questions review

- i. The Evaluation of Teaching Committee is charged with evaluating the Classeval questions every three years. The last cycle was 2013-2016. We do not need to evaluate the questions this year. This will be a task for the committee next year.

7. Additional suggestions or items for consideration

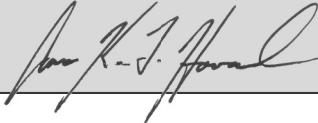
a) Committee members to read OFD FAQ before October Meeting:

<https://ofd.ncsu.edu/wordpress/wp-content/uploads/2016/04/ClassEvalFAQ.pdf>

- b) Committee members to consider the question: what would you tell students if you were sitting at their elbows just before they filled out the Classeval. We will collate our bullet points in the October meeting.

8. Adjourn, 2:45 pm

There was no further business, and the meeting was adjourned.

Chair Signature		
Chair Name: (Print)	Chair Signature:	Date:
Anna Howard		9/30/18