

ANNUAL REPORT

University Standing Committee Evaluation of Teaching

Academic Year Covered by Report **2018-19**

Date Report Submitted: **May 31, 2019**

Report Submitted by **Dr. Anna Howard**

Number of times committee met **7** (December 2018 meeting canceled due to weather).

RECOMMENDATIONS

RECOMMENDATIONS FOR THE 2019-20 EOT COMMITTEE:

1. Vice Provost Katherine Stewart has agreed to dedicate her first lunch for department heads to the evaluation of teaching including both the proposed changes to 05.20.10 and the approved changes for the Classeval report. The committee will assist as requested.
2. The committee should vote again on the proposed changes to Regulation 0.5.20.10 Evaluation of Teaching. After that approval, Vice Provost Katharine Stewart will forward the proposed changes to the regulation to the Faculty Senate Executive Committee for review and/or approval.
3. The *Comment Selection Tool (CST)* was to be piloted by faculty in the Department of Textile Engineering, Chemistry and Science (Head: Dr. Jeff Joines) and the Department of Forestry and Environmental Resources (Head: Dr. Tom Gower) during 2018-2019. User data needs to be collected from those faculty to improve the *CST*. Previous Chair Valerie Wust suggested that the committee prepare a FAQ sheet for deans, department heads and faculty who may choose to use the tool in RPT dossier preparation and possibly an educational video from Vice Provost Katharine Stewart including boilerplate language that faculty using the *CST* will insert into their dossiers to show that the qualitative comments about their teaching taken from *ClassEval* were randomly generated.
4. The questions on the Classeval survey will need to be evaluated and/or modified during the 2019-2020 year.
5. The literature review for the bias in student evaluation of teaching should be continued and disseminated.

SUMMARY OF DISCUSSION ITEMS/ACTIVITIES OF COMMITTEE

Below is a summary of topics the committee discussed and any actions taken. The word (new) denotes any new issues brought to the committee in the 2018-19 academic year.

REG 05.20.20: Amendments to the Dossier Regulation Pertaining to the ‘Summary of Teaching’: The 2017-2018 committee submitted these changes to the Faculty Senate. These changes were submitted to the Faculty Senate during the 2018-2019 academic year and approved.

REG 05.20.10: The updated Regulation for the Evaluation of Teaching was submitted to the Faculty Senate Executive Committee early in the 2018-2019 academic year. The

Executive Committee was delayed in considering it due to weather cancellations. The Executive Committee had some questions and forwarded the regulation revision request to the Academic Policy Committee (APC) of the Faculty Senate who considered the revision in January. The EoTC received the response from the APC at the end of March and discussed it at the April meeting.

CST: The EoTC did not receive any feedback on the comment selection tool from either department which was intending to pilot the tool. Followup is required.

(new) Incoming EoT Committee Chair: At the April 2019 meeting, Dr. Srinivasan Krishnamurthy (Business Management) was unanimously voted in as the EoT Committee Chair for the 2019-20 academic year.

(new) Bias Conversations: Considerable discussion took place over the year concerning gender and racial bias in student evaluations of teaching. The committee has built a preliminary literature review which should be continued going forward.

(new) Update to Office of Faculty Development (OFD) Frequently Asked Questions (FAQ) on Classeval Response Rates: The EoTC worked with OFD staff to update the FAQ on response rates. This update is now live on the OFD website.

(new) Concern over averages used in Classeval: The concerns over bias led into questioning the statistical validity of using averages. In response the EoTC drafted a letter to all faculty which went out in December 2018. The committee further worked to redesign the report for Classeval which would lump 3's, 4's, and 5's into a single value. The committee believes that this format will retain the ability for Classeval to identify teachers who are below acceptable and yet mitigate the potential for abuse of the average and the presence of bias.

RECOMMENDATION FOR REVISION OF CHARGE AND/OR MEMBERSHIP CONFIGURATION (if applicable) N/A