

# Faculty Senate Survey Report

Academic Policy Committee

2021-2022

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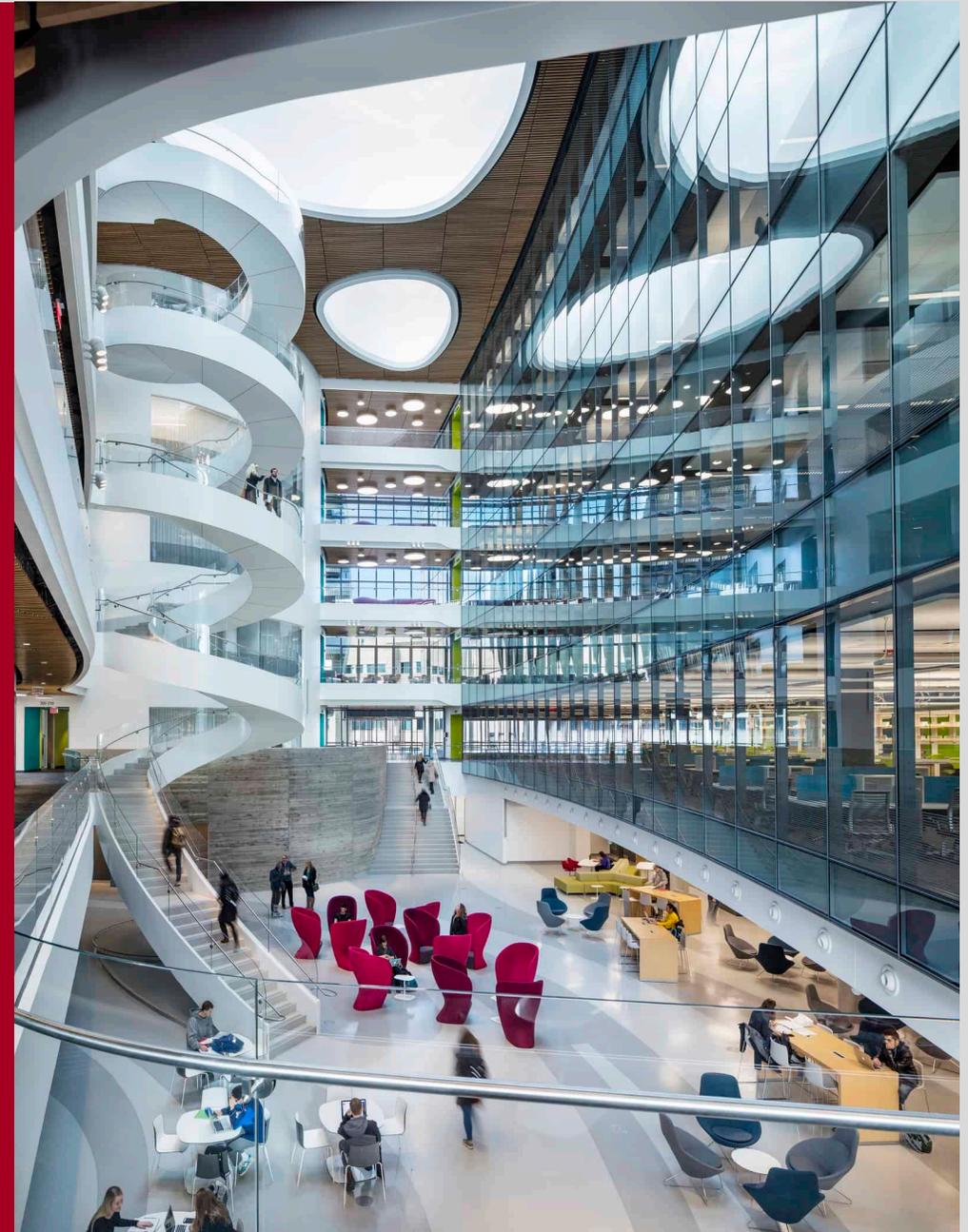
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Sciences

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# Charge 1

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- Evaluate each college's implementation of the new merit/compensation process in the Faculty Handbook and develop recommendations for necessary modifications.
- An email went out to the Associate Deans of Academic/Faculty Affairs of all Colleges.
- Responses:
  - Not all faculty read the Faculty Handbook, and many were unaware of the module changes.
  - The process seems to be working well, however the process is time consuming.
  - There are no barriers.
- Common Theme:
  - Jointly appointed faculty merit evaluations are done in different ways depending on the departments.



# Recommendation

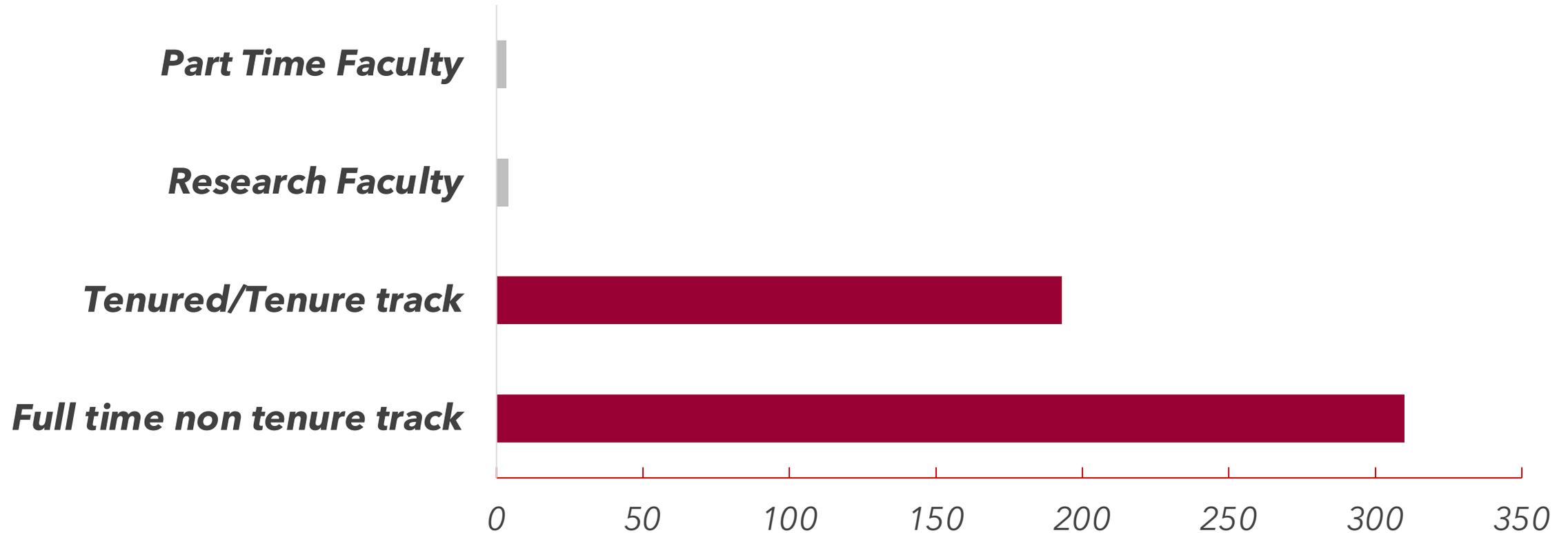
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- We recommend that colleges/units/departments with interdisciplinary faculty might consider adding the following two questions to their merit document to be completed by interdisciplinary faculty:
  - Please describe your teaching/research/service responsibilities (as applicable) in your secondary unit.
  - Please comment on how your joint appointment is productive for you in terms of teaching, research, and service.



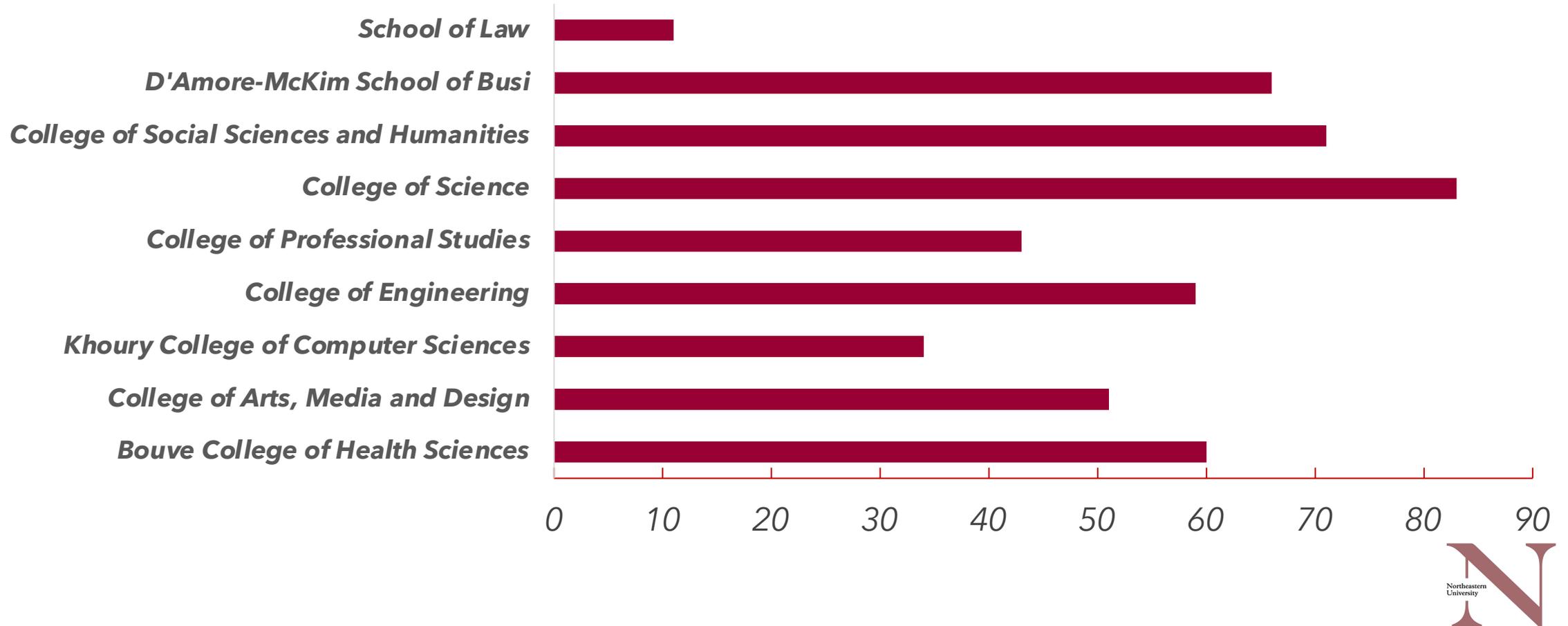
# Survey Responses Overview

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# Survey Responses Overview

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# Charge 2

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- Review utilization of formative midcourse Student Evaluations of Teaching (SETs) guidelines.
  - Midcourse SETs have been recommended by APC for the past 2 years. The faculty survey suggests that many faculty either do not use SETs or are unaware of these evaluation tools. Faculty do support the use of SETs other than/in addition to TRACE. We are in agreement with the APC recommendations from 2020 on this similar charge.

# Resolution

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- WHEREAS CATLR and Canvas have several types of SETs and faculty survey findings suggest a lack of awareness of such tools
- BE IT RESOLVED THAT the College Associate Deans of Academic Affairs communicate the available university resources and processes for midcourse SETs at the beginning of each semester.



# Charge 3

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- Evaluate what SETs are being used other than or in addition to TRACE to evaluate teaching and learning for all platforms and make recommendations regarding which of these SETs should be adopted university wide, and or additional or alternative SETs that may be used.

# Recommendation

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- We recommend that individual colleges/units/departments develop a midterm Student Evaluation of Teaching specific for their units.



# Charge 4

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- Follow up on implementation of use of SETs in merit, tenure, and/or promotion considerations, as the Faculty Handbook states "considerations must involve (a) analysis of multiple SET queries and (b) utilization of multiple measures of the distribution of responses (such as median and mode) rather than only the average of responses"

## Specific questions to address

1. Have tenure and promotion dossier guidelines been updated to include this information?
2. What criteria are used to evaluate SET data in faculty evaluation processes (annual merit reviews and tenure and promotion)?



# Resolution

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- Whereas TRACE remains the university tool for evaluating “Teaching Effectiveness”, and some units/departments require that multiple scores/factors and/or tools be used in the merit and promotion process, and faculty survey findings support multiple methods of “Teaching Effectiveness”.
- BE IT RESOLVED THAT the Office of the Provost will establish university guidelines for use of multiple “Teaching Effectiveness” evaluation methods in merit, tenure and/or promotion considerations.



# Charge 5

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- Evaluate the effectiveness of TRACE for meeting the university's needs in all teaching and learning modalities in its current format and develop recommendations for any necessary changes.

Note: A high percentage of respondents were unaware of revisions to TRACE/Student course evaluations. A significant percentage of the respondents that were aware of the revisions did not feel the changes improved the representation of the online hybrid learning experiences.



# Resolution

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- BE IT RESOLVED THAT University Administration (Offices of the Provost and Chancellor) in collaboration with CATLR (Center for Advancing Teaching and Learning Through Research) revise TRACE questions to improve representation of online or hybrid learning experiences, along with recognition of various learning environment lengths of engagement.



# Thank you!

Questions?



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