

## APC SPRING 2022 REPORT

**CHARGE 1.** Evaluate each college's implementation of the new merit/compensation process in the Faculty Handbook and develop recommendations for necessary modifications.

Note: In the fall, it was brought to our attention that parallel work was in process at the Office of the Provost and on December 9, 2021 the Office of the Provost sent out guidelines for merit process for interdisciplinary faculty. This addressed the jointly appointed concerns discussed by Associate Deans.

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

**CHARGE 2.** Review utilization of formative midcourse Student Evaluations of Teaching (SET) guidelines.

Note: 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. We are in agreement with the APC recommendations from 2020 on this similar charge.

2. 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.** Evaluate what SETs are being used other than or in addition to TRACE to evaluate teaching and learning for all platforms (e.g. lecture, online, hybrid...) and make recommendations regarding which of these SETs should be adopted university wide and or additional or alternative SETs that may be used. Review effectiveness of the inclusivity of learning environment questions added to TRACE

Note to SAC: Area highlighted in yellow should have been a separate charge. This was overlooked and not addressed in our survey.

Faculty survey indicated several variations of SETs being used in the different colleges and units. Therefore:

3. We recommend that individual colleges/units/departments develop a midterm SET specific for their units.

**CHARGE 4.** 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:

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

4. 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 university/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.** Evaluate the effectiveness of TRACE for meeting the university’s needs in all teaching and learning modalities (e.g. didactic, experiential...) 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.

5. 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.

**CHARGE 6.** Explore issues regarding SETs and faculty access, permissions and student anonymity, and develop recommendations for data analysis and use to ensure FERPA compliance.

**CHARGE 7.** Evaluate faculty interest in continuing to provide instruction in the NUFlex or hybrid format moving forward, as well as opportunities and implications given the university’s multiple campuses.

The final 2 charges were not addressed. These should be charges for next year.