

## Minutes

### FAC

November 17, 2020

Members present: Idethia Harvey, Cheryl Craig, Jia Wang, Dan Zhang, Jeffrey Gagne, Glenda Musoba, Fred Nafukho and Michael Thornton

Absent with notice: James Laub.

- Faculty evaluation guidelines should be going to Dean of Faculties soon
  - EPSY and EHRD will be using the new Interfolio system and their departmental reports are being finalized
  - EPSY APT faculty met with Dr. Nafukho regarding the new guidelines document and were very appreciative and felt their concerns were heard.
- Tenure progress – update from Dr. Nafukho
  - All tenure on arrival files have been moved forward to University level and most of the regular promotion files are moving smoothly
- Student evaluation of teaching. New system is in AEFIS so encourage student participation
  - There have been issues of the system buffering which demotivates students
  - Provost's office has decided to hold faculty harmless of teaching evaluations this year
- Discussion of fairness in evaluation of teaching for performance review
  - Musoba reported data evaluation in our college has been started. Each department has identified the required diversity courses but we will not have the results until our next meeting.
  - Peer evaluation of teaching in person or asynchronously via lecture capture was discussed extensively as an alternative to student evaluations. Issues were raised about:
    - Peer evaluation of teaching is superior to student evaluation in measuring good teaching but is more labor intensive
    - Burden of service in conducting the evaluations must be evenly distributed or faculty already doing too much service who would get this burden too need to be rewarded
    - Who is qualified to do the observation? Is it decided by rank, by teaching awards, by being APT faculty, or does everyone do it.
    - Is there value in developing a labor intensive system if the current system is working for some faculty? What does it mean to be working? If the faculty member has high evaluations, does that mean they are a good teacher? It does mean the current system doesn't harm them if they are a bad teacher with high evaluations.
    - Peer evaluation may be difficult across power lines. Do we need to consider "blinding" who was the evaluator?

- How do we get good evaluation when friends are evaluating friends? Do we need to randomly assign observers?
  - The provost office is encouraging the university to not rely on student evaluations alone.
  - This may not be the time to propose additional service on colleagues.
- Dr. Nafukho pointed out that there are other metrics of good teaching besides student or peer evaluation including mentoring of grad and undergrad students, finishing dissertation students, faculty engaging in professional development to enhance their teaching, etc.
- Watch for trainings on interfolio.
- Next meeting tentatively set for January 19 which is the first day of class at 3 p.m. Tentative because we need to check with the new department rep joining our committee.