

Evaluation & Assessment Committee
Minutes—March 1, 2019

Present: Jim Bisgard, Martin Kennedy, Greg Lyman, Cody Stoddard, Terry Wilson

Absent: Marty Blackson

Guests: None

Meeting was called to order at 1:10 p.m. Minutes of February 15, 2019 were approved as written.

Report for Faculty Senate meeting

Jim will be giving a report at the March 6 Faculty Senate meeting. The report will address preliminary results from the Faculty SEOI survey in addition to responses from the deans' regarding uses of SEOIs for evaluation of teaching. Expected timeline for the Assessment of Academic Administrators will be discussed as well.

SEOI Policy Discussion

Questions exist as to what to do about SEOIs for 490, 492, 496, 498, and 499 classes. Faculty do not teach 490 classes because those are internships. Also, faculty receive a fraction of the workload for these classes. However, there is the general principle that students should have the opportunity to provide anonymous feedback. One option is to create a new form for the classes in question, but input from the union may be needed.

Proposed policy language for different types of classes:

"Instructors for classes numbered 9 with 5 or more students enrolled may choose an SEOI form by _____

Classes not numbered 9 with 5 or more students must have an SEOI. Choose SEOI form here _____

Classes with 4 or fewer students enrolled will not have SEOIs."

One potential issue with the proposed language is allowing the discretion to the faculty because this could lead to administrators penalizing faculty who decide not to do this. Jim will get feedback on the language from the union representative. Cody will notify Amy.

Additional policy language may need to be written to address current practice, for example: not having SEOIs open during finals week, and not allowing faculty to see SEOIs before grades are due.

Greg received an email from Bob Lupton, chair of ITAM. Bob would like department chairs to be able to generate a report allowing them to view which faculty actually view their SEOIs, and which faculty only review them when going up for promotion or tenure. EvalKit has a feature that makes it possible to see when people download SEOI information. The default option is set to "off" but Lidia can turn it on, giving chairs access to see who is viewing SEOIs and when they are viewing them. Multiple concerns were expressed about chairs potentially using this information unreasonably or for retaliation. Other concerns related to notification of faculty that this is being done. Would a chair be able to do this without notifying faculty? It's not necessarily an issue with the chair having an issue to the information, but clear notification

would be necessary. While the data isn't "bad," it could be misleading. A faculty member might not have downloaded or looked at their SEOIs through EvalKit, but instead looked at them through Faculty 180. Another concern relates to how this issue plays into the CBA.

Greg will reply to Bob's email to let him know the committee discussed the issue and decided there are other ways to access this information. If Bob would still like to pursue the issue, then he can work on taking it up through the levels.

EC responses to administrator assessment questions

Cody will follow up with Amy and the EC as to the status of the questions and getting feedback from EC. Jim would like to invite a BOT member to an EAC meeting to discuss how assessments and evaluations are used at CWU.

Follow-up questions regarding how president/provost use feedback from assessments

It is not clear how the president and provost use the information from the assessments. There are Faculty Senate documents from around 2012-2013 to indicate the president and provost were going to use the information in evaluations. EAC members at the time, as well as the senate chair at the time, had a meeting with the president and with Provost Council. This was discussed at a Faculty Senate meeting as well. However, there was a report of the president done a while ago by the BOT included that feedback from his direct reports.

Meeting adjourned at 3:01 p.m. Next meeting will be March 15 from 1:00 – 2:00 p.m. to discuss the final results of SEOI survey and put together final report for the April Faculty Senate meeting.