

**Evaluation and Assessment Committee
Minutes
March 6, 2020**

Present: Greg Lyman, Martin Kennedy, Maurice Blackson, Terry Wilson, Cynthia Zhang, Stephen Robison, and Madalyn Hughes

Absent: None

Guest(s): Warren Plugge and Lidia Anderson

Meeting was called to order at 1:08 p.m.

Greg moved to approve the February 21, 2020 minutes. Marty seconded and motion was approved.

Greg moved to approve the agenda. Marty seconded and motion was approved.

Warren Plugge - Warren talked with the committee about SEOI policy language. He has seen administrators use SEOIs in a way to demote faculty or to not promote faculty. Some are using measures that have no statistical significance to them. Averages from two different groups of questions is not statistically valid. Low response rates also create problems with these averages. The comments are typically from students who are not happy with something in the class. Central needs to find some way to help evaluate teaching and not penalize faculty for negative feedback. Warren indicated he would like to see some verbiage within the policy for allowing faculty to use for evaluation of teaching and not to be used by administrators. Language in CBA says SEOIs can be used as one metric for evaluation of teaching. The language indicates quantitative thresholds, but also want to make sure administrators flip back to qualitative thresholds. There are going to more negative comments than positive. The use of SEOIs has stifled the ability to do research, and impacted salary and career. Warren would like to see the committee add response rate thresholds. Limit the idea of using trends.

Warren suggested language such as 3. It should or is prohibited for any department or unit to use or base conclusions on summarize assessment when response rates are lower than 59%.

Response rates below 50% are not a valued metric.

Student SEOI feedback - Lidia sent an email with feedback on the SEOIs from a student. SEOIs close the Monday of finals. Lidia can stop the pop ups or set them at different time. The committee asked Lidia to find out what the system is capable of doing.

Email when the SEOIs are opened and then maybe pop up the second week. Lidia will look into the options.

EC update - The open access journal statement passed at Faculty Senate.

Student update - No report.

SEOI policy - The committee discussed the information that Warren provided to see if language should have any additions.

3. Add to the end of the paragraph "SEOIs with low response rates do not show long-term patterns or trends, either positive or negative."

This needs to be sent to the EC and UFC for their feedback.

The committee needs to review the data that Lidia sent out today and put on agenda for discussion for the next meeting. They need to look at the pop up language and see if there needs to be any changes. This needs to be put on agenda for next meeting.

Terri will be on sabbatical next quarter. Kathryn Martell will be substituting next quarter.

Meeting was adjourned at 2:41 p.m.