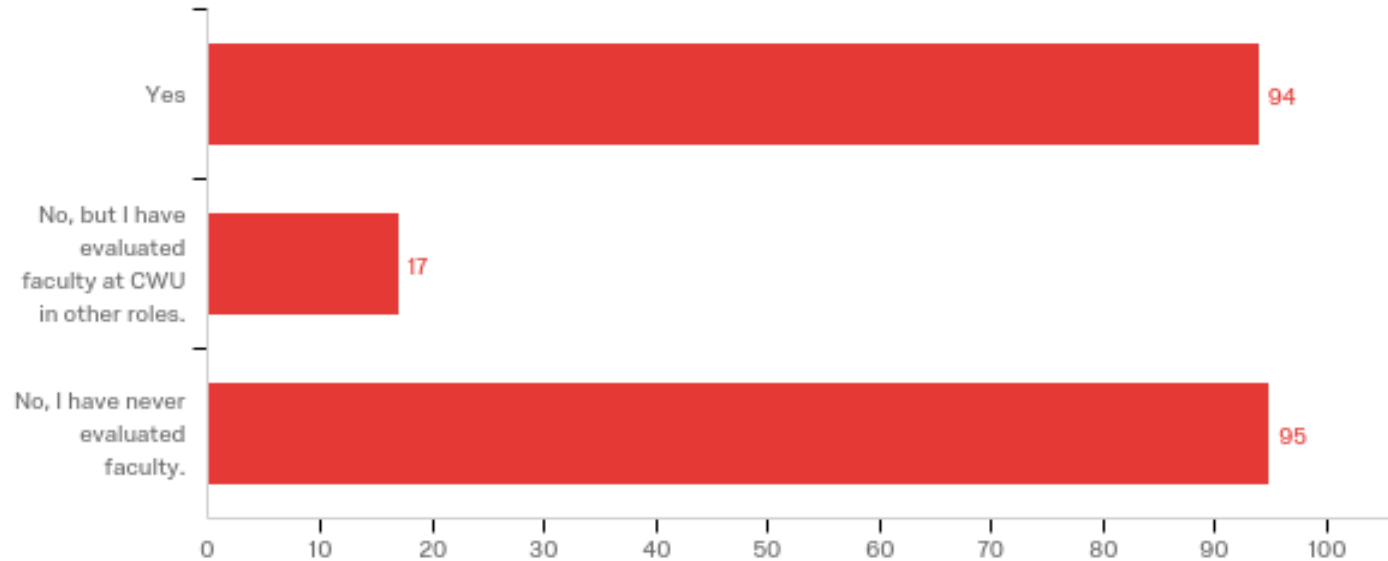


Faculty Survey on the Role of SEOs in Assessment of Teaching

Faculty Senate Evaluation & Assessment Committee

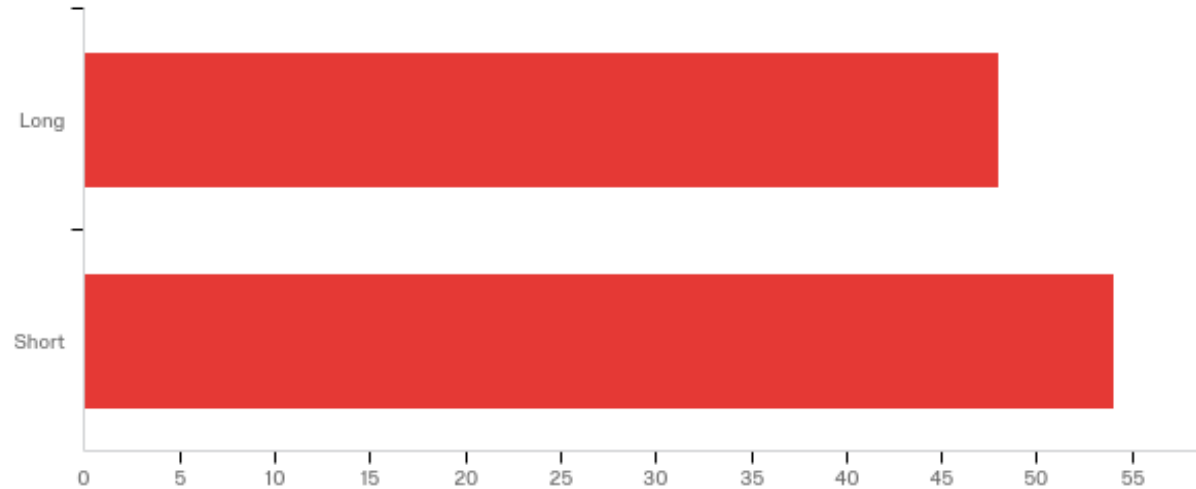
March 2019

Have you ever been a department chair, or a member of a department or college personnel committee at CWU?



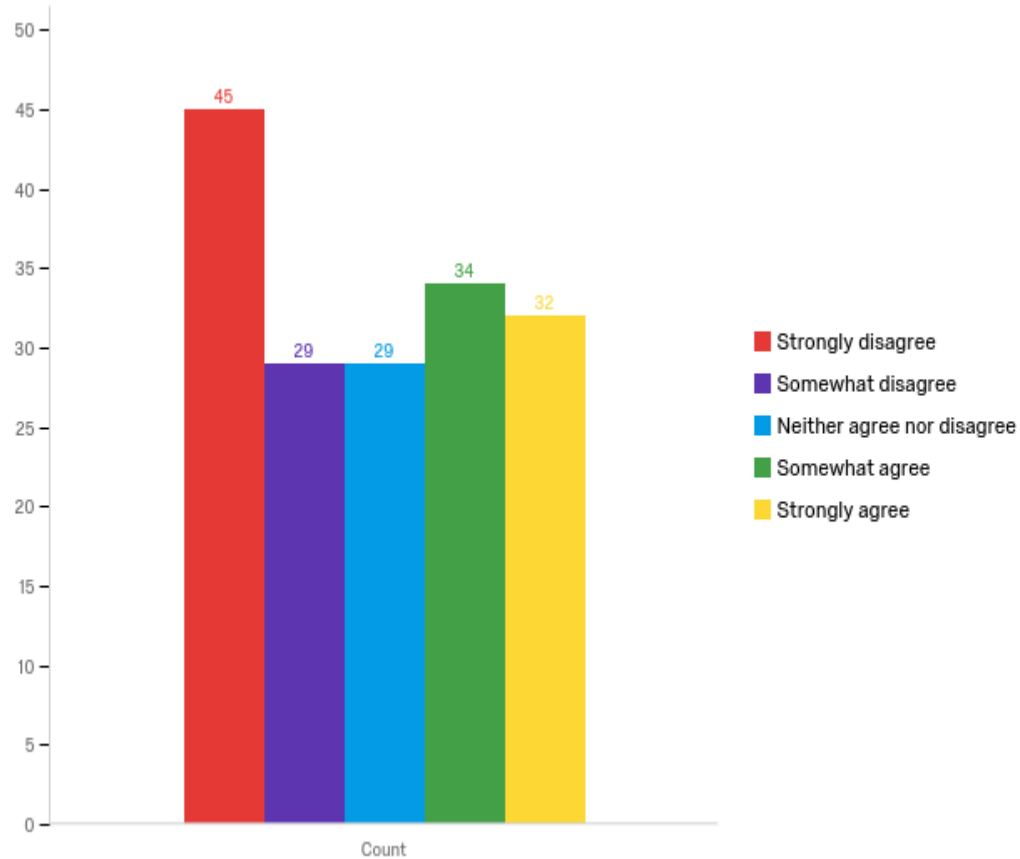
#	Answer	%	Count
1	Yes	45.63%	94
2	No, but I have evaluated faculty at CWU in other roles.	8.25%	17
4	No, I have never evaluated faculty.	46.12%	95
	Total	100%	206

Personnel Committees Only- When reviewing SEOIs for evaluation, do you primarily use the long or short form?



#	Answer	%	Count
1	Long	47.06%	48
2	Short	52.94%	54
	Total	100%	102

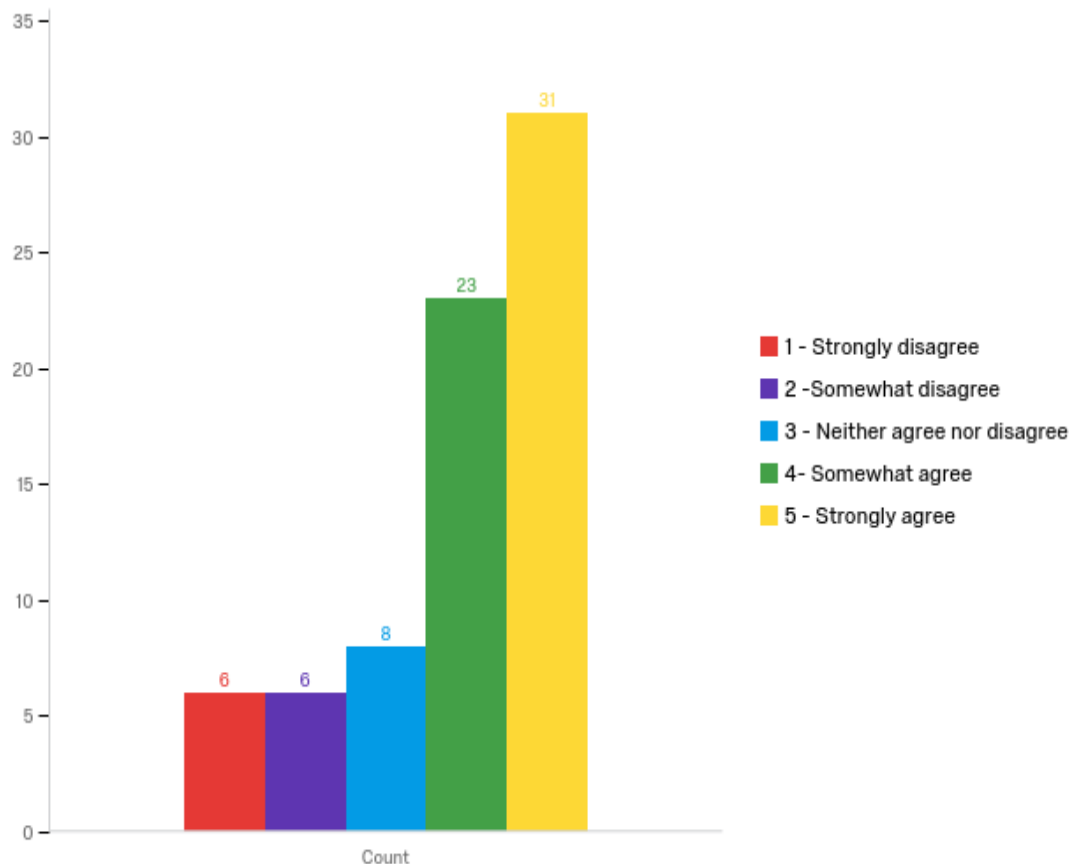
Personnel Committees & Faculty- If SEOIs are used only formatively, I would be less concerned about low response rates.



#	Answer	%	Count
65	Strongly disagree	26.63%	45
66	Somewhat disagree	17.16%	29
67	Neither agree nor disagree	17.16%	29
68	Somewhat agree	20.12%	34
69	Strongly agree	18.93%	32
	Total	100%	169

Faculty Only- Formative assessment is intended to facilitate improvement and is an ongoing process. It is intended to answer the question "where can improvement occur?" and should allow time for that improvement to occur. Formative assessment can inform and reform instruction to improve learning and teaching.

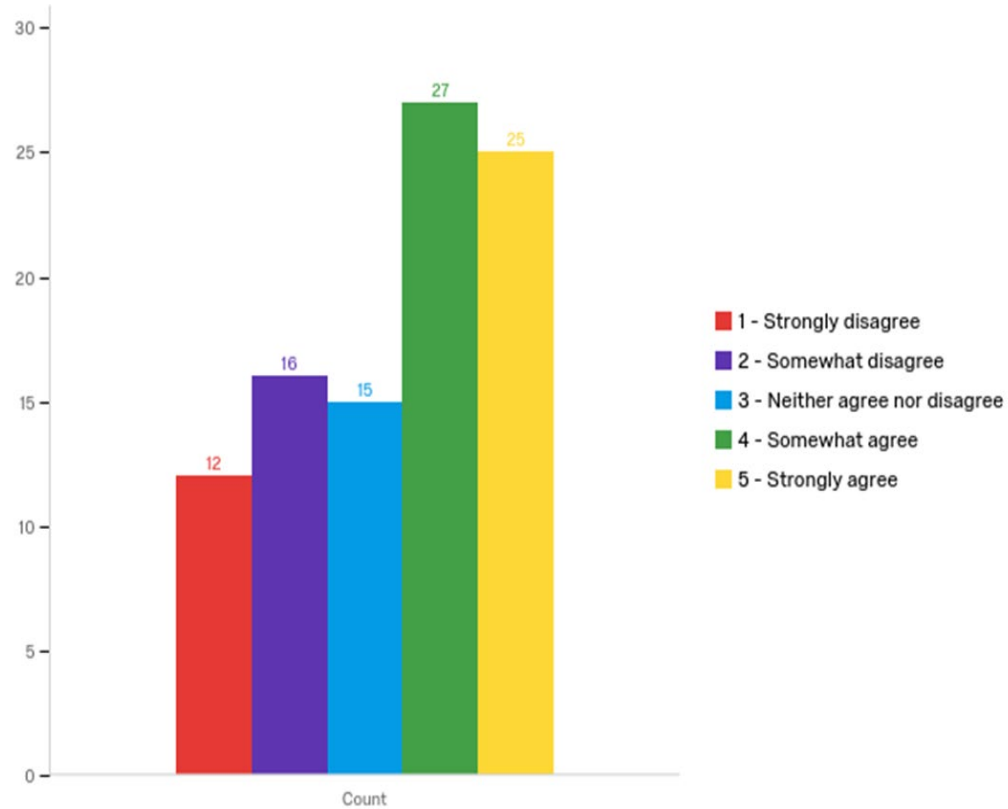
SEOs should be used only in a formative fashion.



#	Answer	%	Count
1	1 - Strongly disagree	8.11%	6
2	2 -Somewhat disagree	8.11%	6
3	3 - Neither agree nor disagree	10.81%	8
4	4- Somewhat agree	31.08%	23
5	5 - Strongly agree	41.89%	31
	Total	100%	74

Personnel Committees Only- Formative assessments are assessments that are intended to facilitate improvement in learning and teaching and is an ongoing process. It is intended to answer the question "where can improvement occur?" Formative assessment can inform and reform instruction to improve learning and teaching over time.

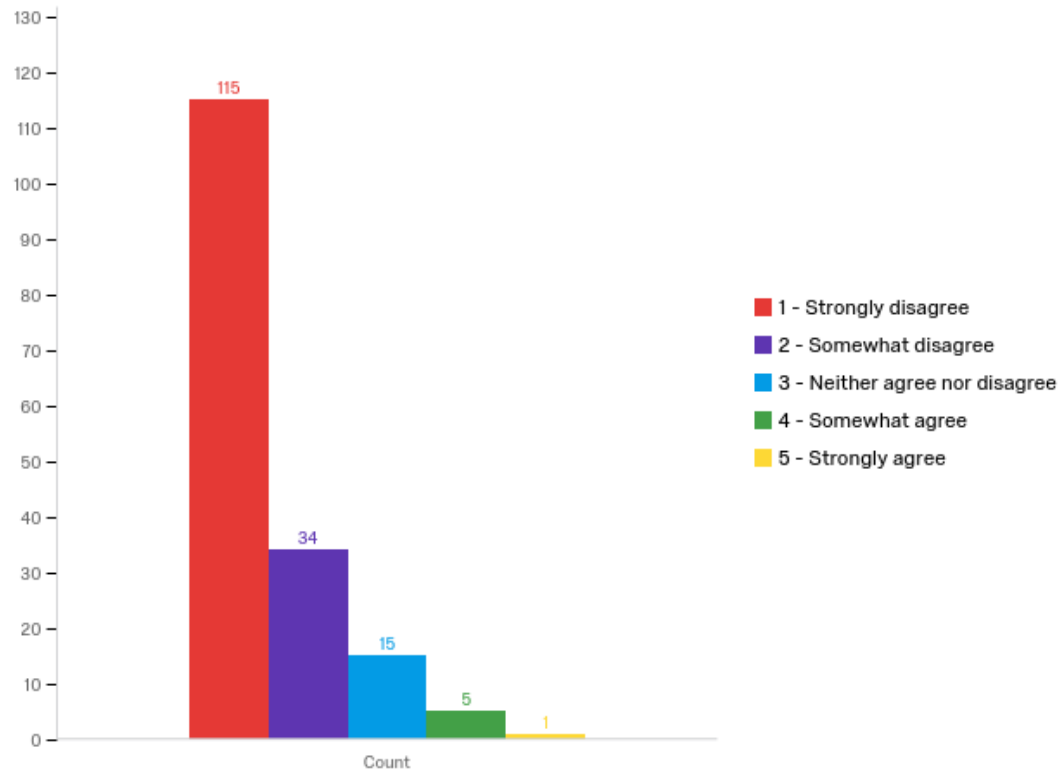
SEOs should be used only for formative assessment.



#	Answer	%	Count
1	1 - Strongly disagree	12.63%	12
2	2 - Somewhat disagree	16.84%	16
3	3 - Neither agree nor disagree	15.79%	15
4	4 - Somewhat agree	28.42%	27
5	5 - Strongly agree	26.32%	25
	Total	100%	95

Personnel Committees & Faculty- Summative assessment is intended to give a final verdict. Summative assessment says "this is deficient" or "this is acceptable." Summative assessment answers the question "is this teaching inadequate, acceptable, or excellent?" Summative assessment can show knowledge and skills demonstrated on tests after instruction.

SEOs should be used only for summative assessment.

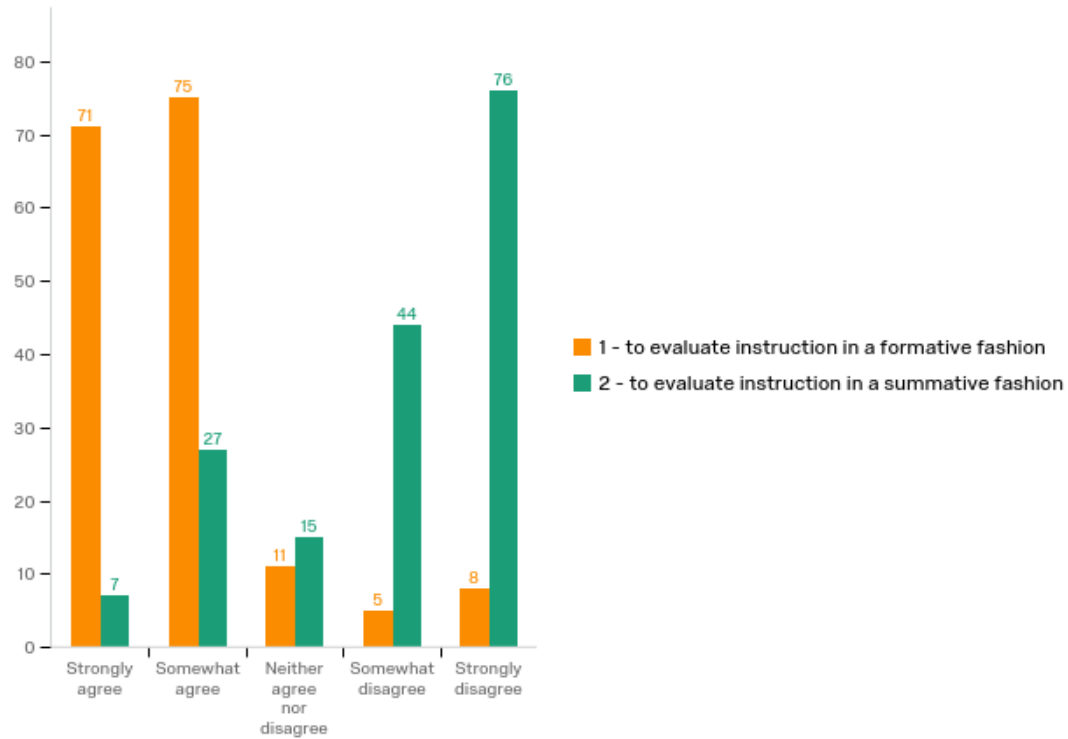


#	Answer	%	Count
1	1 - Strongly disagree	67.65%	115
2	2 - Somewhat disagree	20.00%	34
3	3 - Neither agree nor disagree	8.82%	15
4	4 - Somewhat agree	2.94%	5
5	5 - Strongly agree	0.59%	1
	Total	100%	170

Personnel Committees & Faculty- Formative assessments are assessments that are intended to facilitate improvement in learning and teaching and is an ongoing process.

Summative assessment is intended to give a final verdict. Summative assessment says "this is deficient" or "this is acceptable."

Comments from SEOIs should be used:

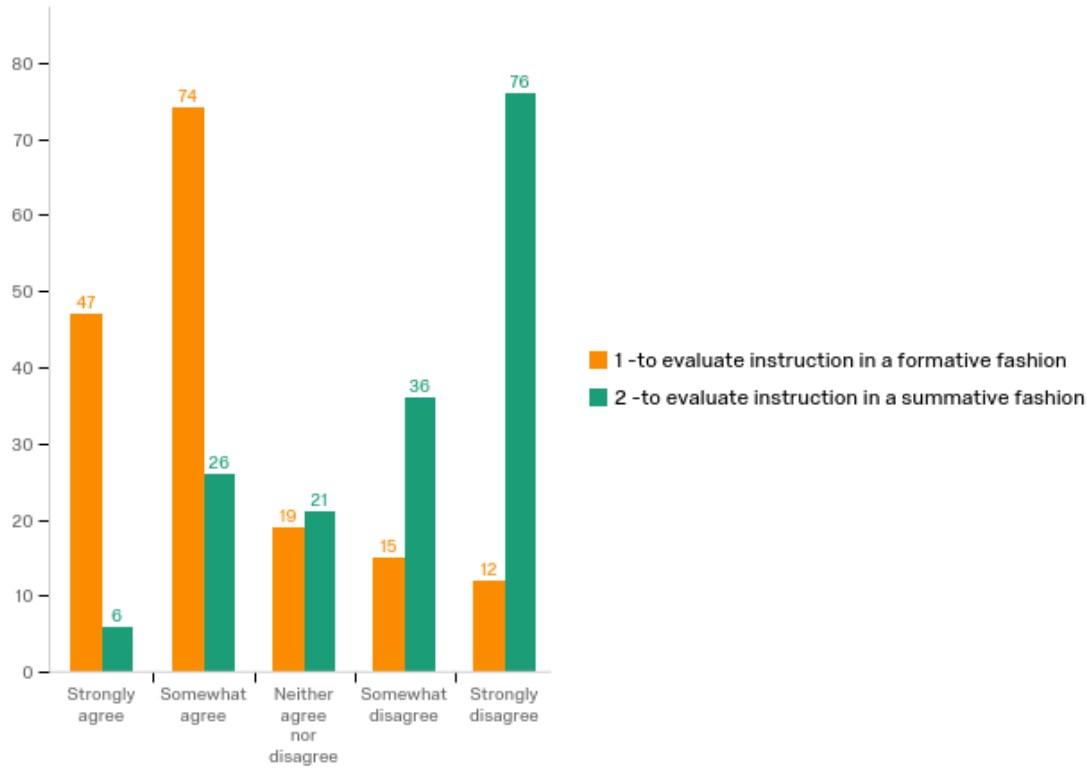


#	Question	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total
1	1 - to evaluate instruction in a formative fashion	41.76%	71	44.12%	75	6.47%	11	2.94%	5	4.71%	8	170
2	2 - to evaluate instruction in a summative fashion	4.14%	7	15.98%	27	8.88%	15	26.04%	44	44.97%	76	169

Personnel Committees & Faculty- Formative assessments are assessments that are intended to facilitate improvement in learning and teaching and is an ongoing process.

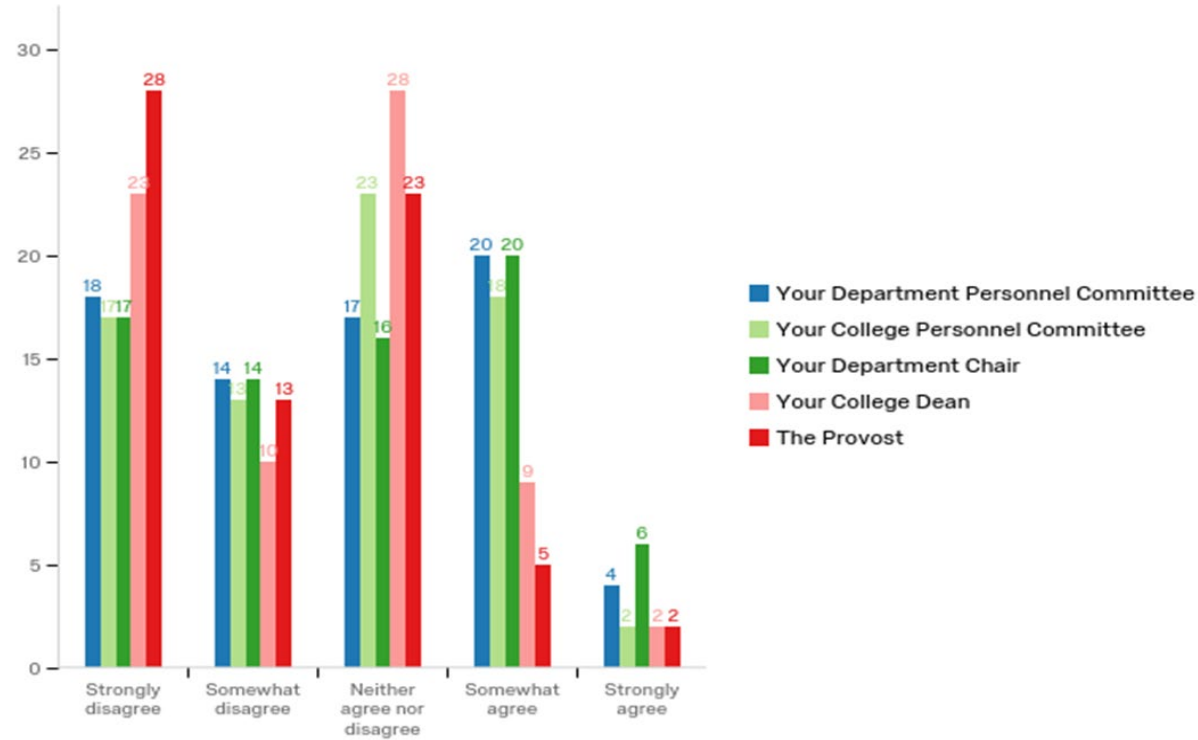
Summative assessment is intended to give a final verdict. Summative assessment says "this is deficient" or "this is acceptable."

Numerical data from SEOIs should be used:



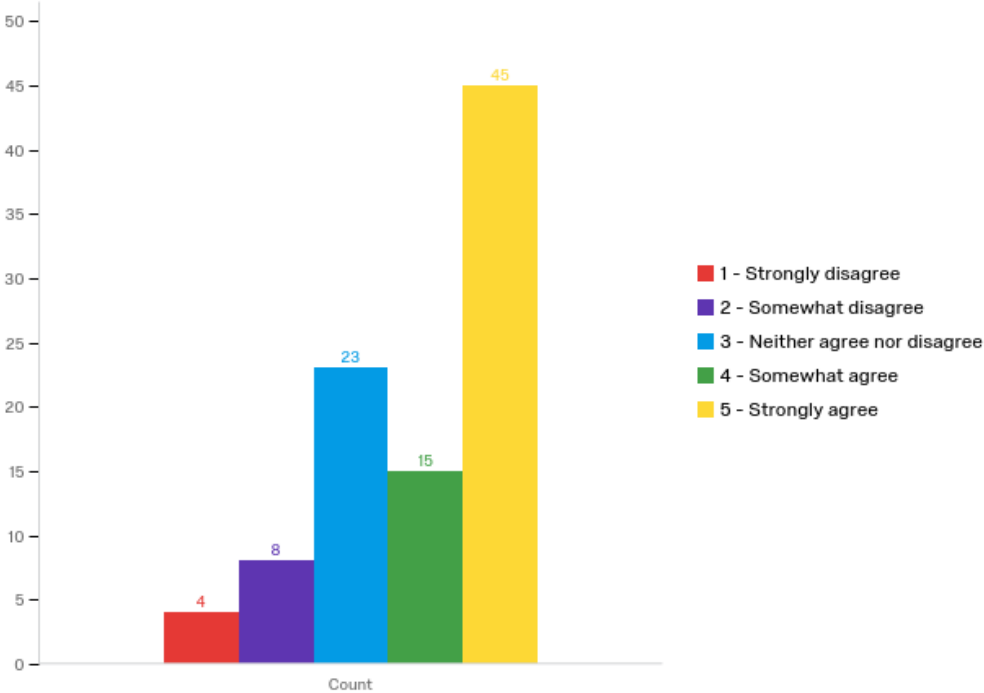
#	Question	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total
1	1 -to evaluate instruction in a formative fashion	28.14%	47	44.31%	74	11.38%	19	8.98%	15	7.19%	12	167
2	2 -to evaluate instruction in a summative fashion	3.64%	6	15.76%	26	12.73%	21	21.82%	36	46.06%	76	165

Faculty Only- SEOs are used to appropriately evaluate effective instruction by:



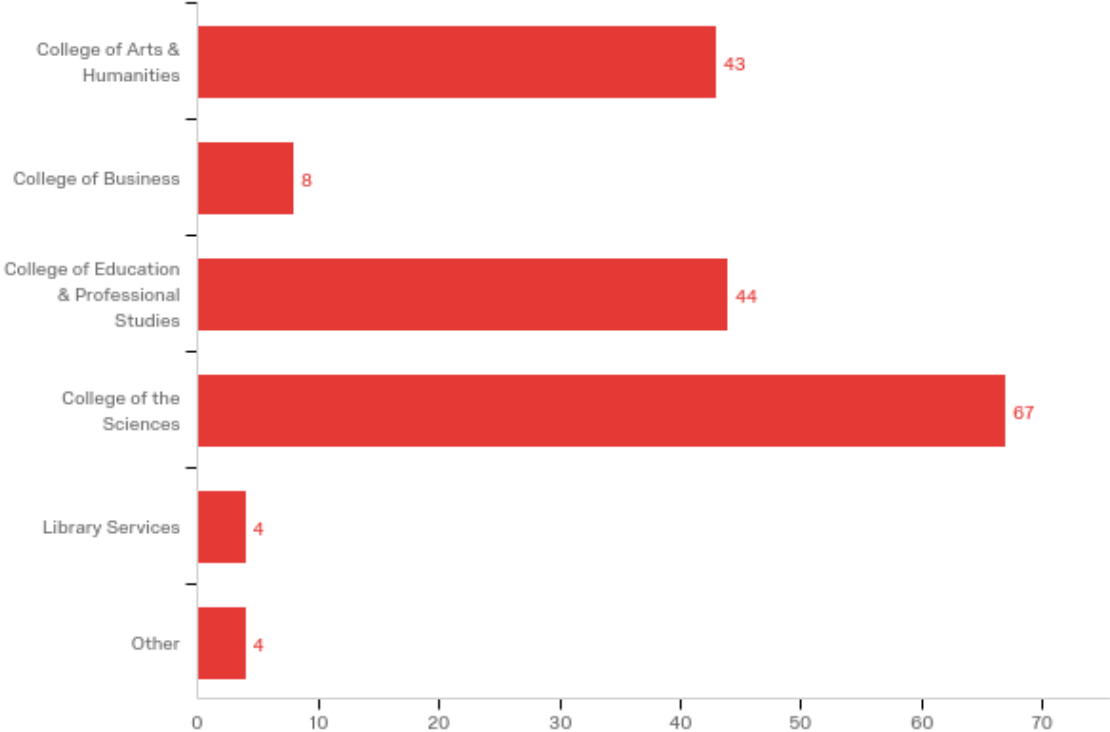
#	Question	Strongly disagree		Somewhat disagree		Neither agree nor disagree		Somewhat agree		Strongly agree		Total
1	Your Department Personnel Committee	24.66%	18	19.18%	14	23.29%	17	27.40%	20	5.48%	4	73
2	Your College Personnel Committee	23.29%	17	17.81%	13	31.51%	23	24.66%	18	2.74%	2	73
3	Your Department Chair	23.29%	17	19.18%	14	21.92%	16	27.40%	20	8.22%	6	73
4	Your College Dean	31.94%	23	13.89%	10	38.89%	28	12.50%	9	2.78%	2	72
5	The Provost	39.44%	28	18.31%	13	32.39%	23	7.04%	5	2.82%	2	71

Personnel Committees Only - Faculty180 makes it difficult to identify trends in SEOIs.



#	Answer	%	Count
35	1 - Strongly disagree	4.21%	4
36	2 - Somewhat disagree	8.42%	8
37	3 - Neither agree nor disagree	24.21%	23
38	4 - Somewhat agree	15.79%	15
39	5 - Strongly agree	47.37%	45
	Total	100%	95

Personnel Committees & Faculty - Which unit are you in?



#	Answer	%	Count
1	College of Arts & Humanities	25.29%	43
2	College of Business	4.71%	8
3	College of Education & Professional Studies	25.88%	44
4	College of the Sciences	39.41%	67
5	Library Services	2.35%	4
6	Other	2.35%	4
	Total	100%	170