

From Dr. James McDonald

Proposed revision in the Faculty Handbook, I, Section V. Faculty Personnel Policies, Performance Evaluation and Merit Pay

Motion:

Insert the following at the end of paragraph 2:

The evaluation instrument used in each college may vary slightly, but the general procedure and aims of the process are similar. The evaluation instrument, which a faculty member completes in January of each year, summarizes the person's activities for the preceding calendar year. Faculty members are judged based on their overall merit in all activities.

It is important that the evaluation instrument and procedures, include college and/or department rubrics, reflect best practices and research on faculty assessment, especially the assessment of teaching. Teaching is a complex activity and research shows that student evaluation of instruction should not largely determine the evaluation of teaching performance and that, when SEIs are used, multiple measurements from the surveys should be used in the evaluation. Rubrics for teaching evaluation shall not give SEIs more than a weight of 25% and the results of at least three questions should be incorporate into a rubric if SEIS are part of the merit evaluation of teaching.