

Minutes

March 23rd Welfare Council

2-4 p.m.

Minutes of January and December approved.

Green Resolution passed and will be presented to Senate Steering for Senate Information item.

Recommendations for the T&P process will be presented to Senate Steering for Senate Information item

Election of the new Welfare Council chair will be put off until the results of the general election.

Student Perception of Teaching Discussion

There are 8 SUS mandated questions and then individual Colleges may ask other questions relevant to each College. We may not have the jurisdiction to change the mandated 8 unless we take this to the BOT or BOG.

Uses of the evaluation: Originally designed to be used by the student. The evaluations are also used to be accountable to the SUS. (Some) Chairs use it to evaluate their faculty. It is used in the T&P process but was not designed for T&P.

There is a conflict of interest between the use of the scores in the T&P process and the quality of teaching. We discussed the following questions:

- Are the questions appropriate for all students, including graduate students and undergraduate students? Can the questions more clearly delineate between the class and the instructor?
- How is a low response rate to be evaluated?
- What does that average mean? Is it consistently used across campus? Would a confidence interval or median be more appropriate?
- We see a conflict of interest between the scores and the standards of teaching.
- Are there better ways to evaluate teaching? (SK to find out how Education evaluates teaching and/or get a copy of a portfolio outline)

The questions are relevant for both undergrad and grad students.

We plan to devise questions that better delineate between the instructor and the course (content). A.K-F will check if we can re-word any of the 8.

A discussion of "average" is needed by the University community. Should the average of the College be used to evaluate individual instructors?

A low response rate is of concern, especially if the forms may go online. A single evaluation becomes much more prominent in a course with a low response rate.

The background questions (expected grade, year in school, course required, etc.) should be weighted into the average of the evaluation. A formula to compensate for challenging courses is needed. A weighted average would be a much more accurate view of the instructor and may help relieve the conflict of interest.

Currently, the teaching portfolio used in T&P process generally consists of a statement of the instructor's philosophy of teaching, a peer review of teaching and the Student Evaluations of Teaching. Discussion followed about the peer review. It is not helpful at the University level. There is no standard across colleges and there are no guidelines. Peer review at the instructor level is good guidance to the instructor, but the letters are not helpful in evaluating the instructor at the University level. Can this process be tweaked? Some guidelines, expectations were suggested. It was suggested that during the peer review process that the members take a look at the evaluations in their deliberations.