

SENATE RESOLUTION #1492

Title: Support of Faculty Bill on Teacher Evaluations

Introduced: March 1, 1985

Thesis:

Sponsor: Academic Affairs Committee

1. Whereas the students desire the right to evaluate their teachers, and
2. whereas Trustee Regulations guarantees this right, and whereas the current
3. open-ended university-wide evaluations are too general and ineffective;
4. Be it resolved by the Student Senate of the Associated Students of the
5. University of Wyoming that ASUW support the Faculty Senate Bill #182
6. introduced by the Faculty Academic Standards, Rights and Responsibilities
7. Committee which offers a solution to the current teacher evaluation
8. problem, insures the anonymity of the student, and prohibits release of
9. these evaluations to the instructor or his/her supervisor until the
10. semester or term is completed and final grades have been submitted to
11. the Registrar's Office.

Referred to: Steering - DO PASS 3/19/85

Date of Passage: _____ Signed: _____

ASUW Senate Chairperson

"Being enacted on _____, I do hereby sign my name hereto and
approve this Senate action." _____ ASUW President

1st
Reading
3/5/85

2nd
Reading
3/19/85

3rd
Reading
3/19/85

FOR ROBIN KERR

from D. Hemen

Senate Bill 182

Introduced by: The
Faculty Academic Standards,
Rights & Responsibilities
Committee

A BILL FOR A REGULATION TO
ESTABLISH A FLEXIBLE, FACULTY-APPROVED
TEACHER-RATING SYSTEM

1 WHEREAS Trustees Regulations, Chapter V, mandates that there
2 will be systematic student evaluation of teaching, although it is
3 recognized that this is only one source of information about teaching
4 performance, and

5 WHEREAS there is great diversity across campus in course content,
6 teaching methodologies, and preferred evaluation approach, and conse-
7 quently a probable diversity in "the best available tool for the job
8 at hand," and

9 WHEREAS more departmental-specific evaluation mechanisms may
10 enable more precise definition of faculty development needs and solu-
11 tions, and

12 WHEREAS there are already experimental evaluation forms being
13 tested around the campus, and

14 WHEREAS student evaluations of teaching are used for multiple
15 purposes including self improvement of faculty and enhancement of
16 learning for students, and these purposes may be more effectively
17 achieved through different evaluation systems, and

18 WHEREAS the relevant content of UNIREG 401 has been incorporated
19 herein, therefore, be it

20 ENACTED by the Faculty Senate of the University of Wyoming that
21 the current UNIREG 800, Revision 5, be amended by deleting all lang-
22 uage after the title of the UNIREG and replacing it with the following:

23 Initiating Authority: University Faculty

24 Subject: Establishment of a Flexible, Faculty-Approved Teacher-Rating
25 System

26 References: (a) Regulations of the Trustees, Chapter IV, Section 2;
27 Chapter V, Sections 4 and 5.
28 (b) Faculty Senate Bill No. _____, adopted by the Faculty
29 Senate _____, 1985
30 (c) UNIREG 800, Revision 5
31 (d) UNIREG 401, Revision 1

32 1. Purpose: Pursuant to the authority contained in reference (a),
33 to establish through the implementation of reference (b) a faculty-
34 approved teacher rating system, and to repeal references (c) and (d).

35 The purpose of a system for student evaluation of faculty teaching
36 effectiveness is twofold:

- 37 a. To provide feedback to faculty from students to aid in the
38 improvement of instructional methods; and
39 b. To provide independent data on teaching effectiveness for
40 consideration in the administrative decision-making process
41 relating to continued employment, salary, promotion, tenure and
42 awards.

43 2. Policy. a) Teaching faculty are encouraged to survey their students
44 periodically in order to get feedback on matters of interest. Such
45 faculty may wish to devise their own survey forms or utilize existing
46 departmental ones and administer these at any time. Teaching faculty
47 shall use good professional judgment in the design, handling, and inter-
48 pretation of evaluation materials/comments so that anonymity of the
49 student is reasonably protected.

50 b) The results of these instructor-initiated evaluations may remain
51 with the instructor, or may be shared with appropriate university
52 administrators at the option of the instructor. If the instructor
53 wishes to have such evaluations included in his or her personnel file,
54 they should be accompanied by a course syllabus and appropriate related
55 material in order to help in their interpretation. Teaching faculty
56 should not consider that the formal, university-mandated evaluations
57 described below are the only evaluations permitted.

58 c) Student evaluations of teaching and learning, both formal and in-
59 formal, are only one source of information about an instructor's class-
60 room abilities and performance. Such information can be collected in
61 a variety of ways and at a variety of times. Some approaches to the
62 collection of this type of information include pre- and post-tests,
63 end-of-semester evaluations, exit interviews with graduating seniors,
64 systematic surveys of graduates, and performance of students after
65 graduation. Evaluations by colleagues and peers, by the instructor,
66 and by administrators should, in fairness, be included in any compre-
67 hensive evaluation of teaching and learning.

68 3. Procedures for Mandated Evaluation of Teaching

69 a. Each department shall design a format ~~_____~~ for student
70 evaluation of teaching in all courses taught in/by that department.
71 The chosen format ~~_____~~ shall provide a reasonable opportunity for all
72 students in a course to express their evaluations. More than one
73 department may choose to use the same format ~~_____~~.

74 b. Such format ~~_____~~ shall be designed by, and approved by, the teaching
75 faculty of that department.

76 c. In order reasonably to preserve the anonymity of students, "open-
77 ended" or "free response" comments will be typed. Departments shall

78 decide whether such typing will be done by departmental secretaries,
79 or by the students themselves in completing the form outside of class.
80 If departmental transcription is employed, any original handwritten
81 comments shall be destroyed upon completion of the typed copies. Data
82 relating to the class or major of the individual student may be collect-
83 ed and reported separately, but shall not be keyed in any way to any
84 individual open-ended or free response comment(s).

85 d. The evaluations described in this Section and to be completed in
86 the classroom must be administered by an appropriate University employee
87 other than the class instructor.

88 e. The evaluations described in this Section must be given during
89 the last two weeks of the semester, or during the last ten percent of
90 the contact hours of a term/session less than a semester in length.

91 f. The evaluations described in this Section shall be released to
92 the instructor and/or his or her immediate supervisor only after
93 the semester or term is completed and final grades have been
94 submitted to the Registrar's office.

95 g. Except as provided below, raw data from any student evaluation system
96 shall not be available outside the department. Such data will be sum-
97 marized and interpreted by the departmental chair for subsequent admin-
98 istrative decision making. These summaries and interpretations shall be
99 shown to the faculty member so that they may be discussed with the
100 departmental chair. Similarly, data pertaining to an administrator
101 as a teaching faculty member will be summarized, interpreted and
102 discussed by/with a senior member of the faculty who is chosen by
103 the faculty of the department. If there is unresolved disagreement
104 over the summary of interpretation, or if for any other reason the
105 instructor so requests, the raw data must be forwarded along with
106 any other available evidence regarding teaching performance to the
107 administrative official or committees duly charged with the respon-
108 sibility for making decisions regarding the instructor's continued
109 employment, salary, promotion, tenure or awards. In any event, upon
110 request by the Office of the Vice President for Academic Affairs and
111 after written notification to the individual faculty member, the
112 instructor's immediate supervisor shall provide the raw data to the
113 administrative officials or committees duly charged with the respon-
114 sibility for making decisions regarding the individual instructor's
115 continued employment, salary, promotion, tenure or awards.

116 h. Since students and administrators may be utilizing a variety of
117 evaluation instruments, it is important that clear instructions to the
118 students be part of each instrument. The complete instrument and clear
119 interpretation guidelines shall be included in each instructor's
120 personnel file.

121 i. Untenured faculty will be evaluated in each course every semester
122 for their first three years. After that, evaluation will be conducted
123 in at least one course each semester with different courses (if feasible)
124 evaluated in the fall and spring semester of any academic year.

125 j. There must be a documented professional (peer/colleague or depart-
126 ment head) review of untenured instructors during their fourth year of

127 teaching at the University, or one year prior to the year of decision on
128 tenure, whichever comes first. This review must utilize such items as
129 course syllabus, tests, texts used, course structure and content, and
130 observed teaching performance as well as student evaluations of teaching.
131 k. Tenured assistant and tenured associate professors will be evaluat-
132 ed in at least one course per semester with different courses (if feas-
133 ible) evaluated in the fall and spring semester of any academic year.

134 l. Tenured full professors will be evaluated in at least one course
135 per year with different courses (if feasible) evaluated during any two
136 year sequence.

137 m. In utilizing the results of the teacher evaluation system in the
138 decision-making process relating to continued employment, salary,
139 promotion, tenure, and awards, overemphasis on isolated ratings
140 should be resisted. Department heads and deans are encouraged to
141 support their recommendations for promotion and tenure with
142 accumulations of student evaluation data collected over a period
143 of years.

144 n. Evaluations of teaching effectiveness in decisions relating to
145 continued employment, salary, promotion, tenure and awards must
146 include information from at least these four independent sources:
147 from students, from the instructor, from peers, and from admini-
148 strators. Every precaution must be taken by department heads, deans,
149 and other administrative officers to construe the results of the
150 student evaluation system for what they are: informal and, in some
151 cases, uncritical reactions by students to an instructor's classroom
152 performance and effectiveness.

153 o. The right to challenge any set of evaluations and their inter-
154 pretation, or to make a written statement to accompany the results
155 of the evaluation process as they are distributed, is the prerogative
156 of any instructor, department/divsion chairman, dean, or appropriate
157 committee.