

Thank you to everyone who responded to the faculty assembly's FCQ survey! We had almost 250 responses from faculty who really care about this issue, and after meeting with Provost Christensen, the Faculty Assembly Executive Committee has made the following recommendations to the campus regarding the FCQs.

Please note that **Regents Law requires FCQs to be used**, and the forthcoming new article 5 indicates that FCQs along with **at least TWO other measures be used for merit evaluation for teaching**.

1. When will FCQs be offered this semester?

Based on the survey, FCQs will be **administered at week 14 (April 27th), and end at the end of week 15 (before finals week) for all 16 week courses**. Both online and face to face courses had the same responses from faculty and will be offered over the same timeframe. Faculty can prompt their students to fill them out during either week 14 or 15 depending on their class, but they will be open over that time period.

Shorter courses were recommended to open seven days before the course ends, closing at the end of the last class.

2. The Regents require that FCQs be used, and students may search them to decide which courses to take. Who can see the results of the FCQs this year? And what should be available for view in other semesters when students can search for them?

Because FCQs are used by department chairs to identify major issues between students and faculty, heads of units like department chairs, etc. will still have them available for review as usual. They will also be available to faculty who teach the courses, but NOT students this semester. **Results of the Spring 2020 FCQs will not be available to students for review online after students fill them out.**

In addition, the faculty voted in this survey that **only the numerical values** of the FCQ scores be posted online for student review, and not the student comments. This is UCCS's current practice and will continue in future semesters.

3. Should the results of the FCQs continue to be available online to students?

Faculty overwhelmingly voted to **keep this** in general. However, they will not be available for the spring 2020 semester online for students to review.

4. In some colleges there are notifications to students prompting them to answer the FCQs. How should students be encouraged to fill them out.

Faculty overwhelmingly recommended that the campus **put a universal student announcement on Canvas** reminding them to do them. We also recommend that faculty use Canvas to email all students directly to remind them to fill them out.

5. Can faculty appeal the use of a particular semester's FCQs in terms of their merit score?

While a decision hasn't been made for the campus as of yet for the spring 2020 semester, **faculty overwhelmingly voted that they should be able to appeal the use of a course's FCQ scores in merit issues** where there are egregious issues in the course that the faculty can respond to.

6. The faculty assembly recommends that FCQ scores only be used for a maximum of 30% of a faculty's merit score for Teaching. They recommend that at least two other measures be used as well, which the department should decide on. These could include peer course observation, review of syllabi, student evaluations (and there's a report that lists many possibilities on the faculty assembly website.) Do you support making the numerical scores from the FCQS being only 30% of your total teaching merit score?

The faculty overwhelmingly indicated that **they support using FCQs as a maximum of 30% of the merit review score, and using two or more measures to contribute to the overall score.** Note that this was the recommendation of a Faculty Assembly FCQ Teaching Evaluation Task Force last year (in 2019) led by David Weiss.

Note that the revised Article 5 from Regents Law **will now require** the use of normed student feedback (FCQs) as well as **at least two additional measures of evaluation.** Since we're all required to follow these guidelines from Regents law, these recommendations fit well within the requirement for teaching evaluation for merit reviews for both tenure track and non-tenure track faculty.

7. In which courses would you like students to NOT receive FCQs?

The faculty strongly noted that **Independent study/research courses and dissertations/ thesis courses** should be excluded. This is our current practice.

8. When should FCQs results be available for faculty review?

The conclusion was that they should be made available **as soon as possible** after the course has concluded. However, because not all faculty turn in their grades on time it needs to be considered that we don't want to make them

available immediately after grades are due if they haven't been submitted yet. Therefore, they will be made available **a week after grades are due for a semester.**

Thank you so much to the Faculty Assembly's FCQ Task Force faculty who developed the survey we used:

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