

**Faculty Assembly Report**  
**December 13, 2019**  
**David J. Weiss, President Elect**

Items for discussion:

1. **Faculty Assembly Teaching Evaluation Committee-** Phase 3 is staffed. First meeting is Monday Dec 16<sup>th</sup> at 9 am in UC 116. Faculty from LAS, SPA, Business, EAS, and Beth El are working on four charges to be reported on to you in March. We could use more faculty on charge 4 around when and how to distribute and evaluate FCQs. Please see attached.
2. Mary has stepped away as President for a short time since her father passed unexpectedly. At this time **please send me** anything you want to discuss, until further notice ([dweiss@uccs.edu](mailto:dweiss@uccs.edu))
3. **CU System online initiative.** The online education consultants (Ernst and Young) would like to phone in to faculty assembly meetings for all of our campuses, and we've invited them to talk with us at our next meeting on Feb 14<sup>th</sup>.
4. **Civics Graduation Requirement discussion-** Student government President (JayJay Porcadilla) and Vice President (Philip Oke-Thomas) were alerted to the Regents discussion of a Civics graduation requirement on all CU campuses, and are very concerned that no one add additional courses to their graduation requirements. They are also concerned that they might have to pay for an additional courses and are strongly against this idea.
5. **Grade Forgiveness Policy-** Andrea has reported that EPUS will start with the CU Denver grade forgiveness policy and start revision from there. We should have another policy to review in February. The leaders of the student government pointed out that they passed a resolution on a grade forgiveness policy in 2012, and are glad that we are working on this.
6. **The CU System Privilege and Tenure committee** would like for us to vote on the following UCCS faculty to continue on the committee:  
Don Gardner, UCCS, Term: 2019-22- agrees to serve until his retirement in May  
David Fenell, UCCS, Term: 2019-22
7. The **Diversity Engagement Survey** has been administered at all campuses. While it apparently used nationally normed questions, participants could take it multiple times, apparently people who are not faculty, staff, or students at CU campuses took it, and demographic data was collected that might allow individual faculty to be identified, especially minoritized members of the community. However, the response rate was only 14%. Due to the low response rate, and issues, the Faculty Council recommends that the data from this survey not be used (or reported).

## **Faculty Assembly Teaching Evaluation Committee- Phase 3 2019-2020**

Charge:

1. **Peer Review of Teaching-** Develop and propose approaches to peer review of teaching that can be used as examples for departments to revise and use for their faculty. These may include peer review of evaluation forms that are appropriate for humanities, social sciences, STEM, and the professional schools that will be available on a teaching and learning website from the FRC, or the faculty assembly.

**Teams:**

### **LAS and EAS Teams**

STEM: David J. Weiss (LAS Chem), Andy Klocko (LAS Chem), Tisha Mendiola (LAS Chem, NTTF, Women's committee), John Adams (EAS), Patrick McGuire (Ed)

Social Sciences: Mary Coussons-Read (LAS Psych), Andrea Herrera, (VC and Women's Studies), Steve Jennings (Geography)

Humanities: Michelle Neely (NTTF English), Stacy Platt (NTTF VAPA)

### **Professional School Team**

Business- Spencer Harris and Sheri Trumpfheller (NTTF)

SPA- Henrikka Weir

Beth El- Melissa Benton

Education- Andrea Bigham, Scott Kupferman

2. **Examples of how to develop a merit review score for teaching using the FA recommendations-** Develop and provide examples of how departments can use the new FCQs (and at least two other evaluation) methods to prepare a numerical score for merit regarding teaching. The goal would be to develop something that faculty in other departments could revise and use if they chose to with the idea that FCQs are 30% of the teaching merit review score.

**Team:**

Kevin Tvrdy and Amanda Morgenstern (LAS Chemistry and Biochemistry)

3. **Developing recommendations around the new FCQ questions regarding which questions to use for merit evaluation.** Identify which questions focus more on evaluation (merit for annual review) vs. self-improvement that might be more helpful for RPT.

**Team:** David Moon (SPA) and Elizabeth Daniels (LAS Psychology)

4. **Recommendations on FCQ Administration and reporting guidelines-** Make recommendations on the following:
- a. **When.** At what time during courses should the FCQs be administered to students? We can schedule the survey start and end dates per course to accommodate all sessions (like intensives or 8-week courses) but there's no guideline as to when or for how long the FCQs should be available to students.
  - b. **Duration.** For how long should FCQs be open to students to complete?
  - c. **Course Selection.** Which types of classes should be excluded from administration of the FCQ?
  - d. **Instructor Selection.** Should TAs and GPTIs be included as instructors so they get feedback for their teaching role?
  - e. **Student Selection.** Should students auditing a course be provided the opportunity to complete the FCQ?
  - f. **Report.** What information should be included in standard reports of results? We can add benchmark comparisons by hierarchy (e.g. department, college) and we can determine what the hierarchy is (e.g. Social Sciences).
  - g. **Report Access.** When should faculty be able to access the results of their FCQs? Faculty will get a link to their results.
  - h. **Report Migration.** A number of custom reports are available on demand; however, we need to choose one basic format to migrate into Digital Measures and into P&T Workflows inside Digital Measures. Do we want a consistent report format for this?

**Team:** David Weiss (LAS), Robyn Marschke (IR), Robert Jacobs (Beth El), Nicole Huber (NTTF, Biology), Stacy Platt (NTTF, LAS VAPA)

**Timeline:** Finalize by March or April (and then update FRC or Faculty Assembly website)

**Reporting out to Faculty Assembly:** March 2020

**Note:** Phase 1- FCQ redesign, Phase 2- How to use FCQs in merit and RPT