Message from: Maja Krakowiak mkrakowi@uccs.edu

Dear Faculty,

I want to thank you for the opportunity to serve as your Faculty Assembly President during 2017-2018. It has been an honor and privilege to represent you at the campus and system-level during this last year. I also want to thank the other Faculty Assembly Officers, Barbara Prinari, Melissa Benton, Norah Mazel, Andrea Hutchins, Pam Carter, and Rhonda Glazier for all of their wisdom and guidance, as well as the college representatives for all of the work they have done this year. I will continue to serve as the Faculty Assembly Past President during the AY 2018-2019, and I am happy to welcome Melissa Benton as the Faculty Assembly President, and Mary Coussons-Read as the Faculty Assembly President-Elect starting July 1, 2018.

Please find below an update on what is happening on at the campus and system level. Our last Faculty Representative Assembly meeting for this academic year is on Friday, May 4, in UC 116.

- **FCQ Redesign Task Force**. After soliciting faculty and student feedback, the task force has made a series of recommendations for changes to the faculty course questionnaires. Please see the attachment for the proposed changes. The recommendations will be voted on at the next Faculty Representative Meeting on May 4. I want to thank the members of the task force for their service. I also want to thank David Moon for his leadership in bringing these recommendations forward.

- **Article and Policy 5.** Thank you to all of those who provided feedback on the drafts of this article and policy. I heard that UCCS faculty and committees provided much useful feedback. The next draft of the policy will be distributed to chancellors on May 3 and will be posted on the public website a few days after that.

- **Senior Instructor Salary Adjustments.** During the previous academic year, a new floor for senior instructor salaries was established. This created salary compression issues for some senior instructors. Although partial adjustments were made last year (AY 2016-2017), further adjustments are necessary. The Personnel and Benefits Committee and the Faculty Assembly Executive Committee continue to urge the administration to prioritize this issue.

- **Uncompensated Merit Adjustments.** The Personnel and Benefits Committee examined data and information relating to faculty salaries. Based on this analysis, the Faculty

Assembly Executive Committee is continuing to urge the administration to fund uncompensated merit adjustments for faculty.

- **Campus Mentoring Policy.** The EPUS Committee has reviewed the campus policy regarding Mentoring of Faculty (200-017) and has submitted it for endorsement of the Faculty Representative Assembly.

- **Faculty Assembly Service Award.** Please join us in congratulating Pam Carter (College of Engineering and Applied Sciences) who was selected as the recipient of the 2018 Faculty Assembly Service Award. Pam's service is not only exemplary because of her dedication in supporting all faculty, but also because she serves with incredible kindness and compassion.

Respectfully,

Maja Krakowiak

2017-2018 Faculty Assembly President

Recommendation to Representative Faculty Assembly
By the FCQ Redesign Team: New UCCS FCQ Questions

The FCQ Redesign Team recommends the following changes to the UCCS faculty course questionnaires, beginning fall 2018. These questions reflect consultation of the student evaluation of teaching literature, a review of multiple question sets used at other institutions, consideration of the results from surveys of UCCS faculty and students, and direct input in response to earlier drafts from the UCCS Faculty Representative Assembly and from departments and individual faculty. The Team focused on the charge from the Faculty Assembly Executive Committee to develop a new faculty course questionnaire that is appropriate for all modes of delivery and that recognizes the needs of the many different disciplines that comprise UCCS. The Team also responded to the desire faculty expressed in the survey for more developmentally-useful feedback from FCQ results, to emphasize factors that would promote student learning, and to minimize the degree to which results reflect student bias toward particular faculty. Finally, the Team was mindful of student survey responses that reinforced those faculty priorities.

First, the Team recommends these nine questions.

    1 Strongly Disagree   to   7 Strongly Agree

1. Course materials (including any textbooks, readings, lectures, online content, etc.) were organized effectively.

2. Materials (including any textbooks, readings, lectures, online content, etc.) were useful for this course.

3. Exams and graded assignments were clearly related to the course content (including lectures, assigned readings, etc.).

4. The course made it possible for me to increase my knowledge, skills, and understanding of the subject.

5. The instructor explained course ideas in a clear and understandable manner.

6. The instructor encouraged interest in this subject.

7. The instructor demonstrated interest in student learning.

8. The instructor demonstrated respect for and professional treatment of all students.

9. The instructor communicated effectively with students about the course.

The FCQ Redesign Team did not reach a consensus on whether or not an overall question should be included in the new FCQ. *However*, the Team unanimously agreed that if the FRA ultimately decides to include such a question it should be the following item, <u>not</u> any of the three overall questions from the previous FCQ.

Recommendation to Representative Faculty Assembly

10. My overall rating of instruction in this course is:

1-Very Poor   2-Poor   3-Below Average   4-Average   5-Good   6-Very Good
    7-Excellent

The FCQ Redesign Team recommends that the following two questions also be included for comparison purposes.

11. The workload for this course was:

1-Very Light   2-Light   3-Fairly Light   4-Neither Light nor Heavy   5-Fairly Heavy
    6-Heavy   7-Very heavy

12. My personal interest in this material before I enrolled was:

1-Very Low   2-Low   3-Fairly Low   4-Neither Low nor High   5-Fairly High
    6-High   7-Very High

The FCQ Redesign Team further recommends that the following open-ended questions be included on the faculty course questionnaire.

1. List up to three things about the course that contributed to your learning.

2. List up to three things that could be changed to improve student learning in this course.

3. Additional comments (i.e., Is there anything else you think would be helpful for the instructor of this course to know)?

Additional Recommendations: Finally, the FCQ Redesign Team recommends the following:

1. The Faculty Representative Assembly create a task force on the use of FCQ results for faculty evaluation.
2. The provost request the Office of Institutional Research to perform a statistical analysis (probably factor analysis of the first nine questions if there is no overall question, or a standard regression of the first nine questions against the overall question if there is one) of the results on a periodic basis and the outcome of that analysis be provided to academic units in the most easily useful way practicable.