

## FACULTY ASSEMBLY TEACHING EVALUATION TASK FORCE

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### Our charge:

- 1) Identify how to use the new FCQs in merit and RPT review;
- 2) Recommend two additional measures to use for teaching evaluations in merit and RPT review;
- 3) Propose best practices to the faculty assembly (by May 2019) and then to the colleges; and
- 4) Consider how to make recommendations that all colleges and departments can effectively use.

Note: Regents' policy **requires** that each unit use at least **three** measures for teaching evaluations for both annual merit evaluations and RPT decisions. FCQs must be used as one of those measures. (See: <https://www.cu.edu/ope/aps/1009>.)

### See the Report for full recommendations, but they include...

1. The previous FCQ committee (that redesigned the FCQs) reported that student evaluations across the country are biased against a number of groups of faculty including women and minorities. Their recommendation was that departments and colleges **abstain from using** an FCQ question for "Overall Instructor."

Link that discusses bias in student evaluations (in general):  
<https://www.uccs.edu/women/fcqs-bias-student-evaluation>

2. Because we recognize that numerical scores on the FCQ may contain bias, we recommend that any evaluation based on the numerical ratings be used for **no more than one third** of the overall teaching rating of the faculty member.
3. Other suggested measures should make up at least **two-thirds of the teaching evaluation rating** for merit review and RPT.

### Getting the word out:

- Full report on the Faculty Assembly/Provost websites SOON!
- EAS Dept. chairs- August 29<sup>th</sup>
- SPA- Sept 10<sup>th</sup>
- COE (Ed)- Sept. 25<sup>th</sup>
- COB (Business)- Sept. 26<sup>th</sup>
- Beth EI- Sept. 27<sup>th</sup>
- LAS- Oct 18<sup>th</sup>

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