

## Personnel and Benefits Committee Meeting May 7, 2013

Attending: Bob Durham, Gail Katz, Beth Kumar, Pam Carter, Don Morley and Tom Zwirlein

The committee discussed the APS on multiple means of teaching. Gail stated that the system Personnel Committee had just completed its evaluation of the APS on Multiple Means of Teaching Evaluation and Melinda Picket-May will be taking the recommendations from the committee to the Vice-President for review and approval. Since changes were made to the document we had, our committee decided to wait to see the revised policy before making any suggestions for further changes.

The committee did provide comments about how their respective primary units evaluate teaching. Here is a summary of the discussion.

- There was general agreement that the FCQ is the primary means of evaluating teaching and most primary units pay only lip service to evaluating teaching effectiveness. What primary units say they use to evaluate teaching and what they actually use are often different.
- The correlation between interest in the course and the FCQ score is usually low or negative.
- There is a wide body of research to suggest students are unqualified to provide valid observations of teaching effectiveness.
- There should be assurances that all students complete course evaluation. This is critically important for on-line courses. When fewer students complete the course evaluation it becomes even less useful.
- A good process to evaluate teaching effectiveness should include student ratings, ratings from colleagues who are capable of evaluating a specific course, indirect information relevant to teaching and a rating based on observation by a department chair. The student rating might account for 30 to 50% of the overall rating.
- The University should look at more reliable student evaluation forms.
- The committee will look at the revised APS in the fall.

The committee made no recommendation on uncompensated merit this year. The committee looks forward to working with the chancellor and provost this summer and next fall on a more comprehensive look at faculty salaries for both tenure track and non-tenure track faculty.

Gail informed P&B that the system personnel committee completed a revision of APS 1015, Implementing Program Discontinuance. The policy now follows language in AAUP policy on academic freedom & tenure. The policy now read well and protects the interests of faculty.

Melinda Picket-May, Chair of Faculty Council is working with the VP of Academic Affairs to add more items to the drop down box on the FRPA for the service component. This is being done since service is evaluated so differently in every primary unit.

Tom Zwirlein will serve as chair of P&B for another year. All current members of the committee will return for another year of service.