

**CET Minutes**  
**Nov. 15, 2016**

Present: Vincent Coletta (chair), Dorothea Herreiner (CTE), Hai Tran, Chris Finley, Susan McDaniel

The meeting was devoted to discussing a possible proposal for improving the evaluation of teaching as part of a merit system.

- Recent research shows that there is no correlation between SET ratings and teaching effectiveness.
- Some departments/colleges use SET's as a measure of teaching effectiveness and as the sole means of rating the relative merit of faculty members as teachers.
- A draft proposal on use of Student Evaluations of Teaching as part of the Merit System was discussed.
- If the CET can agree on a proposal to present to the Faculty Senate for approval, and if the proposal is approved by the Faculty Senate, this could inform discussions within departments and colleges and improve the process of evaluating teaching.
- Some felt that a proposal should offer some evidence-based methods for evaluating teaching. Wieman has proposed a research-based method of evaluating teaching that is designed for science and engineering. The extent to which something like it could be used in other fields is unclear. Could some other evidence based methods be offered as an alternative to using SETs as a measure of teaching effectiveness? Several ideas were discussed.
- Three years ago a Committee on the Comprehensive Evaluation of Teaching and the CET created "Toolkit for the Comprehensive Evaluation of Teaching", available on the CTE website (<http://academics.lmu.edu/cte/resources/comprehensiveevaluationofteaching/>), which was produced approximately three years ago by the Committee on the Comprehensive Evaluation of Teaching and CET. It was suggested that the CET review and potential build on this document as it considers future approaches to evaluating teaching.
- The committee discussed proposing an amendment to current Faculty Handbook language regarding the evaluation of teaching, including language that explicitly addresses documented issues with student evaluations and the need to augment teaching evaluations with other instruments.
- The current Faculty Handbook states:  
"Individual appraisal sessions are held annually with both tenured and non-tenured faculty members to review Student Evaluations and Faculty Service Reports. Student evaluations should not carry disproportionate weight in the evaluation of teaching. Faculty are urged to ask their colleagues for evaluation (teaching, counseling, university service, etc.) whenever feasible."
- Any ideas for a proposal or elements of a proposal should be circulated to other members before the next meeting.