

## Proposal to the Faculty Senate by the Committee on Excellence in Teaching on Evaluation of Teaching as Part of a Merit System

We ask that the Faculty Senate submit the following to the faculty for a vote on whether to approve each of the proposals below, voting on each of these separately. We ask that this vote take place *as soon as possible* so that the results will be known before merit determinations take place in the spring of 2018, and will therefore be able to have an impact on the new merit system.

- 1) Remove Question 8, which asks students to rate an instructor's overall effectiveness, from the Student Evaluation of Teaching (SET).
- 2) Use an instructor's SET results for summative evaluation of an instructor in annual merit allocations *only to identify serious problems that are then independently verified*.
- 3) Administer SETs online during class, and provide the results to each instructor within one week of submission of course grades.
- 4) For annual merit allocations to tenured faculty, reports of peer review of teaching will be used only on a *voluntary* basis in the faculty member's FSR. *Peer review of tenured faculty will not be required*.
- 5) In annual merit allocations, in fields where research shows a positive correlation between pedagogical practices and learning outcomes, a faculty member's use of those practices, as reported in the FSR, will be acknowledged as evidence of use of effective teaching practices.
- 6) In annual merit allocations, dissemination of teaching methods and/or materials, through publications or presentations, as reported in the FSR, will be acknowledged as evidence of teaching expertise.
- 7) To ensure improved evaluation of teaching has legal status, the following shall be inserted into the Faculty Handbook in Section IIIA the following paragraph:

"Student evaluations of teaching will be used *only to provide insight into students' experience of a course*. In merit determinations, student evaluations will be used *only to identify potential serious problems, which must be verified independently*. Any relevant evidence of an instructor's teaching effectiveness should be considered. This could include self-reflection and commitment to continued improvement in methods, *voluntary* peer evaluations, use of research-based best practices in disciplines where these have been established, development of new teaching strategies, utilization of innovative methods, dissemination of pedagogical materials and/or methods for use by other instructors, and presentations or publications related to an instructor's pedagogy."

### Dec. 12, 2017 Email to the Faculty Senate

Dear Faculty Senate,

After careful review of the research literature on evaluation of teaching and of LMU's institutional research on SET's, and after consideration of all the questions on the current LMU SET, and in light of the recent survey of LMU faculty regarding evaluation of teaching, the LMU Committee on Excellence in Teaching offers a proposal for changing the student evaluation form and making significant changes to the way teaching is evaluated at LMU. The proposal is to put to a vote of the faculty specific changes: 1) to the SET form; 2) to the evaluation process; and 3) to the Faculty Handbook.

This proposal is intended to expedite the reform of the evaluation of teaching in merit reviews at LMU. We believe that it is very important that the LMU faculty have an opportunity to vote on our specific proposals, and that the vote be accomplished and the results disseminated prior to the merit evaluations next February.

LMU Committee on Excellence in Teaching