

Commission on Faculty Affairs

Minutes

March 2, 2018

10:30 a.m.-12:00 p.m.

130 Burruss Hall

In Attendance: J. Ferris, (chair)

G. Amacher, R. Blieszner, K. DeBose (for Philip Young), J. Finney, R. Hicok, M. McGrath, V. Groover, M. Paretti, T. Schenk, R. Speer, R. Willis

Absent: A. Chien, L. Brogdon, G. Daniel, J. Spotila

Guests: B. Bodo, E. Plummer, J. Williams

Upcoming Meetings: March 16, 30; April 13, 27

1. Welcome and Approval of Agenda

Meeting called to order at 10:30 a.m. The agenda was approved unanimously.

2. Approval of Feb. 16, 2018 Minutes

The minutes were approved unanimously.

3. Faculty Assessment in General (P&T, FAR) and Teaching Assessment Specifically (SPOT Surveys)

B. Bodo and J. Williams from the university's Office of Assessment and Evaluation talked about the role of the SPOT in evaluating and providing feedback to faculty members on teaching. The office is engaged in evaluating SPOT and implementing ways to improve response rates and use of the evaluation tool. Best feedback for teaching is from peer review and evaluation including videotaping however, this approach can be costly and is time consuming. Low response rates from students on the SPOT are problematic. Some faculty members ask students to bring a device to class and they fill out the evaluation during class time. It does increase response rate. Discussion included ideas in which current data might be analyzed to provide additional context for understanding results. Is there value in anchoring survey questions in behavioral observations? The use of peer reviews is good practice, are there ways to improve the practice of peer review? What is the value of numeric results and what is the value of comments/qualitative data? Add a mention of SPOT on the syllabus?

M. McGrath moved, and B. Hicok seconded, and commission members unanimously agreed, to recommend that the Faculty Senate establish a work group to explore approaches and possible improvements to teaching evaluations (SPOT). The CFA suggests that the work group consult previous work done that looked at the university's teaching evaluations, and that the work group include members of the university's Academy of Teaching Excellence, Student Government Association, Graduate Student Assembly, and the office of assessment and evaluation.

4. Promotion and Tenure Work Group Update Faculty Handbook Section 3.4.4.1 Departmental Evaluation for Promotion and Tenure

Members of the commission reviewed language prepared by the P+T workgroup. The language is intended for inclusion in the faculty handbook, chapter three, section 3.4. Next step is to share the proposed language with a letter that explains the context within which the suggested language should be considered. The proposed language does not address all/additional changes that are being considered in this section of the faculty handbook. In this version of the suggested language, only

departments, not schools or colleges, are considered. The language may need to reflect the manner in which P+T processes might be unique to colleges with schools in their structure.

The commission unanimously approved sending the draft suggested language on faculty handbook section 3.4 to the Council of College Deans, department heads, and Faculty Senate for review and feedback.

5. Other Business

A) J. Finney brought to the attention of the commission a position paper describing how to support faculty members engaged in destination and strategic growth areas. In the interest of time, hard copies of the document were shared, and will be shared electronically.

B) For information purposes, J. Finney shared copies of a resolution on VTCSOM faculty types, tracks, and ranks. The Executive Committee of the Board of Visitors will be considering this resolution, and two others, at a meeting called specifically for addressing time-sensitive SACSCOC-related accreditation matters associated with the integration of the VTCSOM on July 1, 2018. The appointment types, tracks (i.e. Tenure to Title), and ranks outlined in the resolution are exclusively for individuals who are not employed by the university such as physicians with clinical appointments at Carilion or other organizations.

6. Adjourn. The meeting was adjourned at 12:00 p.m.