

Report to the Faculty Senate

From: Ad Hoc Committee on Student Evaluations of Faculty Teaching

Date: April 10, 2024

The committee has reviewed relevant literature, SU's current practices, and considered best practices with respect to the role of Student Evaluations of Teaching (hereafter SET) for

Below are our recommendations.

1. Faculty are expected to solicit student feedback on classroom experiences, particularly in the form of mid-semester formative evaluations, and use that information to guide adjustments in their courses. (See Appendix D) * Faculty are not expected/required to share the raw data of SET with supervisors or as part of Tenure or Promotion packets.
 - a. Faculty must continue to report on their responses to SET in their annual self-evaluation; inclusion of raw data in those reports is at the discretion of the individual faculty member.
 - b. Departments and schools are encouraged to use other practices for evaluating teaching that serve their programs, for example peer evaluations. GULLWEEK, as well as our courses, allow us to assess student learning.

end

3.

Departments/schools will develop guidelines for teaching portfolio contents and structure (See Appendix C)

4. Full-time, tenure-track, faculty will participate in ongoing, small, interdisciplinary support groups for faculty development in teaching excellence as part of their progress toward Tenure. Schools, departments, and participating faculty will have discretion regarding meeting times and regularity to be NOT LESS THAN once per semester.
 - a. Effective /

with the University's mission and General Education Program, and desire to support junior faculty.

- b. Optimal size for groups is no larger than 6 (7 with facilitator).
5. As part of the annual review process, supervisors are expected to engage in regular face-to-face meetings with junior faculty to discuss effective teaching strategies and practices.

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- C"4238'uwf { 'qh'45.222'UGV'ueqtgu'htqo '6.645'htuv'{ gct'uwf gpw'lp'3.399'ugevkqpu'lp'htcpeg" hqwpf 'yj g'eqttgrcvkqp'dgy ggp'UGV'cpf 'hpcn'gzco 'ueqtgu'vq'dg't? '20260Qh'pqvg.'UGV'y gtg" eqo r wuqt { . 'uq'yj g'uwf gpv'tgur qpug'tcvg'y cu'pgctn{ '322' . 'cpf 'yj g'uwf gpw'j cf "dggp'wpcdrq" vq'ugrh/ugrgev'lpvq'f khtgtgpv'ugevkqpu0*Dqtłpi . '4238+0'

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Instructor Likeability – Ectr gpvgt'gv'cn{*4238.'4235.'423: =t'gxlgy gf 'lp'4242+'f kf "c'ugtkgu'qh" gzt gtlk' gpw'htq'y j lej 'uwf gpw'y cvej gf "c'xkf gq'd{ 'cp'lpwtwevt'wulpi 'c'hwgpv'qt'f kuhwgpv'uwł rg." yj gp'y gtg'cungf "vq'guko cvg'j qy "o wej "yj g{ 'ngctpgf "cpf "vq'eqo r ngv'c'v'g'v'qp'yj g'rgewt'g'eqpvgp0' Vj g'hwgpv'lpwtwevt'y cu'tcvgf 'cu'o qtg'qti cpkł gf 'cpf 'uwf gpw'lwł i gf 'yj gk'ngctplpi 'vq'dg'j ki j gt." yj qwi j 'v'g'u'ueqtgu'dgy ggp'i tqw u'y gtg'pqv'uki pkl'ecpwn{ 'f khtgtgpv0'lp'uwf lgu'y j gtg'yj g'lpwtwevt" y cu'cungf "vq'vgcej "c'eqwtug'y kj "-gpvj wulcuo ø'uwf gpw'tcvgf 'yj g'lpwtwevt'cu'o qtg'gh'gevkxg." dgwgt'qti cpkł gf . 'j cxłpi "c'j ki j gt'ngxgn'qh'npqy rgi i g.'cpf 'wulpi "c'j ki j gt's wcrkł 'vgz'vdqgn=yj g{ " guko cvgf 'j cxłpi 'ngctpgf "o qtg.'f gur kq'gctplpi 'pgctn{ 'kf gpv'ecni' tcf gu0'

"

Vj ku'o ktqtu'yj g'0F t0Hqz'Gh'gev'gzt gtlk' gpv'lp'y j lej 'cp'cevqt'y cu'lpwtqf wegf "cu'cp'gzt gtv'qp" o cyj go cv'eu'cr r rkgf "vq'j wo cp'dgj cxłqt0Vj g'cevqt'y cu'lpwtwevf "vq'i kxg'c'rgewt'g'lpv'gpv'kqpcn{ "

Course Ease - 'O wnr ng'lwflgu'lpf kcvg"vj cv'lpustwevqtu'y j q'i tcf g'rgplgpw{ 'tgegkxg"j ki j gt"
cxgtci g'tcvpi u'vj cp'vj qug'y j q"fq'pqv" F wEgwg"('Mgppg{. '3; : 4="Gku| rgt."4224="Gy kpi ."4234=" I
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."Uqelgv' hqt "y g"Vgcej kpi "qh"

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Dqt'kpi . 'C0'Qwqdqpk'M0'("Uctm'R0U0*4238-0Uwf gpv'gxcnwe'kqpu'qh'vgej kpi "o quw' +f q'pqv"
o gcuwtg'vgej kpi "ghge'kxgpguu0' 2*2+3/330'

<http://doi.org/10.14293/S2199-1006.1.SOR-EDU.AETBZ>

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Guctg{. 'L0'('Xcnf gu.'P 0*4242+'Wpdkcugf . 'tgrkcdrg. 'cpf 'xcnkf 'uwf gpv'gxcnwcwqpu'ecp 'uwm'dg"
wphck0' * :+'3328/33420'

j wr <lf qkQti [110.1080/02602938.2020.1724875](https://doi.org/10.1080/02602938.2020.1724875)

I qgdgn 'D0N0'('Ecu j gp. 'X00 0*3; 9; +0Ci g. 'ugz. 'cpf 'cwtcewxgpguu'cu'hcevtu'lp'uwf gpv'tcvpi u'
qh'vgcej gtu<C'f gxgnr o gpv'n'uwf {0Lqwtpci'qh'Gf wecvkqpci'Ru{ej qmji {. '93*7+.'868/8750'
[ht p://dx.doi.org/10.1037/0022-0663.71.5.646](https://dx.doi.org/10.1037/0022-0663.71.5.646)

J co gto guj . 'F 00'('Rctngt. 'C0*4227-0Dgcw{ 'lp'j g'encuutqqo <lpustwevtuø'r wæj tkwf g'cpf "

O gpi gn'HU'Ucwgtto cpp.'UO'(\ ¼kw'.W0*423; +0I gpf gt'dku'lp'vgej kpi 'gxcnvcvqpu0'
." *4+'7576788.'[ht ps://doi.org/10.1093/jeea/jvx057](https://doi.org/10.1093/jeea/jvx057)

P chwv'p.'F O 0'Y ctg.'LOGO'(\ 'F qppgm'.HC0Vj g'F qevqt'Hqz'rgewt g<'C'r ctcf ki o 'qh'gf wecvkqpcn'
ugf wecvkq0Lqwtpcn'qh'O gf kecn'Gf wecvkq'6: *9-<852/70F QK10.1097/00001888-197307000-
[00003](https://doi.org/10.1097/00001888-197307000-00003)

Tcf ej gpmq.P O*4242+0Uwf gpv'gxcnvcvqpu'qh'vgej kpi <'Wpk lo gpukqpcrv\.'uwlgevxkv\.'cpf "
dkcugu0 *8+'76; /7880j wr <lf qkqti [10.1080/09645292.2020.1814997](https://doi.org/10.1080/09645292.2020.1814997)

Tqugp.'C0U0*423: +0Eqttrv'qpu.'t gpf u'cpf 'r qv'pvcn'dkcugu'co qpi 'r wdrkn' "ceeguikng'y gd/
dcugf "uwf gpv'gxcnvcvqpu'qh'vgej kpi <'c'rti g/uecn'uwf { "qh'TcvO { Rtqhguaqtu0qo "f cvc0'
." *3+'536660'

[ht ps://doi.org/10.1080/02602938.2016.1276155](https://doi.org/10.1080/02602938.2016.1276155)

Ucpej gl.'E0C0'(\ 'Mj cp.'U0*4238+0Kpvt wevt 'ceegpv'lp'qpn'g'gf wecvkq'cpf 'vj gk'ghgev'qp"
ngctpl'pi 'cpf 'cvkwf gu0 *7+'6; 667240'

[ht ps://doi.org/10.1111/jcal.12149](https://doi.org/10.1111/jcal.12149)"

Uko qpuqp.'UOT0'Gctn'D0'(\ 'Hct {.'O 0*4244+'Guxdrkuj kpi 'c'htco gy qtn'ht'cuugu'kpi 'vgej kpi "
ghgev'xgpguu0E <4+'386/3: 20j wr <lf qkqti [10.1080/87567555.2021.1909528](https://doi.org/10.1080/87567555.2021.1909528)

Ur tkpmg.'LOG0*422: +0Uwf gpv'r gtegr v'qpu'qh'ghgev'xgpguu'<'cp'gzco kpcv'qp'qh'vj g'kphw'peg'qh"
uwf gpv'dkcugu0 .'64*4+'4: 8/

qpgu."õ'y j lej 'wug"]UG_"gxf gpeg'vq"-awo "wr ø'qwt'qxgtcm'r gthqto cpeg'qt'uwawu'vq'f gekf g'cdqww'
qwt'cppwcn'lo gtr'c{.'r tqo qvqp.'cpf 'vgpwtg0"J qy gxgt."UGU'ku'vj g'ukpi rg'v' r g'gxf gpeg'vj g'UW'
hcewnt' j cpf dqm'itgs wktg'hcewnt' "vq'kpenmf g'kp'c'vgpwtg'cpf 'r tqo qvqp'f quukgt0"kp'cf f kkp." "
o cp{ 'f gr ctwo gpw'tgs wktg'hcewnt' "vq'kpenmf g'qt'tghgtgpeg"UGU'cu'r ctv'qh'vj g'cppwcn'itgxky " "
rtqegu0"K'ku'cnuq'r tqdrgo cve'vq'r tkxkpi g'UGU'dgecwug'qh'vj g'r qv'pvcn'dlcugu'vj cv'kphwpeg"
vj go =vj gug'ctg'uwo o ctk gf 'd{ "cpqj gt'uwdeqo o kwgg0""Vj gtghgtg." "UW'uj qwf 'pqv'r tkxkpi g'UG"
cu"qh'vj g'o quv'ko r qv'cpv'vqqu'hqt'gxcnvcvpi 'vgej kpi "Dgtm"4227="Ectr gpvgt."Y kj gtd{.'(" "
Vcwdgt."4242="Uko qpuqp.'Gctn"('Htct{."4244="Uj cq.'Cpf gtuqp.'('P gy uqo g."4229="Uctm
Y tqdrgy unk'Cj rgtkpi .('Dtkm"4229+0"Dgecwug'k'f qgu'pqv'uggo 'hgcukdrg'hqt'UW'vq'cdcpf qp"UGU"
cnqi gjj gt.'vj ku'uwdeqo o kwggau'uw o ct{ 'y km'hqewu'qp'rkgtcwtg'vj cv'qh'htu'utcvgi kgu'hqt'3+" "
tgf wv'kpi 'vj g'y gki j v'qh'UGU'qt."cv'rgcuv."dgwgt'dcncpekpi 'k'y kj "qvj gt'r quukdrg'hqto u'qh'gxf gpeg"
hqt'gxcnvcvpi 'vgej kpi "g0 0"J qtpungkp."4239+"cpf "4+"i cvj gtpi 'uwf gpv'gxcnvcvqp'f cv'vj cv'
dgwgt'tghrgev'vj g'f kxgtug'wugu'qh"UG0Uwf kgu'tgeqo o gpf "uqo g""eqo o qp"gxcnvcvqp'vqqu'vj cv'
o ki j v'ugt'xg'cu'cngt'pcv'k'gu'qt'uw r ngo gpw'vq'uwf gpv'gxcnvcvqpu<ugrh/gxcnvcvqp."cf o kpkut'cv'kqp"
gxcnvcvqp."r ggt'gxcnvcvqp."vgej kpi 'r qt'v'hrkq."uwf gpv'k'p'vgt'xky u."enc'ut'qo "xkuku."cnwo pk"
tcv'kpi u."go r m{ gtu)'tcv'kpi u"*cpf 'lqd'r gthqto cpeg'f cvc+"uej qm'ctuj kr "cev'k'k'kgu"*dqj 'kp'v'gej kpi "

Nkng'Uko qpuqp.'Gctn'cpf'Htct{'.'ugxgtcn'qjy gt'tgugctej gtu'cuugtvgf 'vj cv'vj g'f go qputcvkqp"
cpf "f'kuewukqp"qh'rgctplki "qweqo gu'o ki j v'r tqxkf g"o qtg'ceewtcvg'kphqto cvkqp'tgi ctf lpi "c"
hcewmx 'o go dgt'v'gcej lpi "ghgevxgpguu0Vq'vj ku'gpf.'.Cpf gtu'r tqr qugf 'wulpi **focus groups and
role-play**'v'qunek'o qtg'ecpf kf "cpf "f'gwckgf 'tghgevxkpu'htqo 'uwf gpvu'cdqww'vj gk'tgctplki 'kp"c"
eqwtug0'Dqtej .Uc'pf xqm'cpf'Tkuqt'cf xqecv'g'c'uko kct'v'r g'qh'vqqn'd{' 'uwi i gukpi 'vj cv'hcewmx "
eqmcdqtcv'g'y kj 'uwf gpvu'v'etgcv'g"**dialogue-based evaluation methods.**"J qy gxgt.'vj g'Dqtej ."
Uc'pf xqm'cpf'Tkuqt'tgugctej gf 'y cu'eqpf wevg'kp'P qty c{'.'cpf 'vj gk'r tqr qugf "o gj qf 'tckugu"
ko r qtwcpv's wguv'kpu'tgi ctf lpi 'vj g'tguqwtegu'pggf gf "v'gzgewg'k0'Ncuwx'.Uctm'Y tqdngy unk"
Cj ngtlpi .cpf'Dtkm'uwi i guv'vj cv'hcewmx 'eqpf wev'**pre- and post-assessments of students'
knowledge of a course-related topic**'v'o gcuwt'g'uwf gpv'rgctplki 0"

KKORggg'Qdugt'xcv'kpu'Eqpegtpu'

Cnj qwi j 'ugxgtcn'qh'vj g'chqtgo gpv'kqpgf 'uwf lgu'cuugt'v'vj cv'r ggt'ucv'go gpv'v'ldugt'xcv'kpu"
cpf "em'u'tqqo 'xkuku'ecp'j grr "o kki cv'g'vj g'dku'cpf "qjy gt'r tqdngy u'y kj 'uwf gpv'gxcw'cv'kpu."
Dgtm'tgxgcn'vj cv'o quv'hcewmx{'ctg'tgukw'cpv'v'vj go "dgecwug'vj gk'r qv'g'p'v'kcn'ht'k'dku.'w'ph'kt'pguu."
cpf 'kp'ceewtce{0'k'p'f'ggf . 'vj g't'ku'oeq'pug'pu'wo'kp'cecf go k'vj cv'or ggt'q'dugt'xcv'kqp'f'cvc'uj qwf "dg"
wugf "ht'ht'o cv'xg"]qt'f'gxgnr o gpc'n'tcv'j gt'vj cp'uw'o o cv'xg'f'gekuk'kpu'0[gv."o cp{'f'gr'ctvo gpv"
cv'UW'tgs wkt'g'hcewmx 'v'k'pen'w'f'g'r ggt'q'dugt'xcv'kpu'kp'vj gk't'v'g'pwt'g'cpf 'r tqo qv'kqp'cr r r'ecv'kqp0"
k'p'f'ggf .UO 0I qif lpi "cpf 'Rj kkr r 'M'icgo gt's wguv'kqp'y j gjy gt'r ggt'q'dugt'xcv'kpu'ecp'k'p'ht'k'pi g'qp"
cecf go k'ht'ggf qo =vj g'tghqtg.'qwt'uwdeqo o kw'gg'o ki j v'tgs wguv'vj cv'vj g'Ugpcv'g'Ceef go k"
Ht'ggf qo "cpf 'Vg'pwt'g'E'q'w'g'f'qo ! "UW'tgs wkt'g'hcew tggf cv'UW g

vj ku'lphto cvkqp="5+'eqo r ngv'pi "gxcnwcvkqp'cv'o wnr rg'vko gu'vj tqwi j qw'vj g'ugo guvgt "vq'iko kv'vj g" pgi cvkxg"ghge'v'qh'h'cwm' "o go qt { "dg'vj g'gpf "qh'ugo guvgt 0 **They also admit that all these methods may not be able to solve the biases with student evaluations.** Vj g{ "uwi i guv'vj g" hqmjy kpi "cngt'pcvkxgu'r ggt "gxcnwcvkqp lqdugt'xcvkqp="uwf gpv'kpvt'xkgy "d{ "cf o kpkwt'cvqtu="vgej kpi " r qt'v'q'k'k'k'penmf kpi "qpg'u'v'gej kpi 'r j kquqr j { ."u{ mdk "gzco r ng'rguuqpu."cuuki po gpw."cpf "i tcf kpi " t'vdtle="hqmjy /w "cuuguuo gpv'cdqw'uwf gpw)'ngct'pkpi "qweqo gu'*g' 0'r gthqto cpeg'kp'rcvgt" eqwtugu+

Uwo o ct { "qh'Tgeqo o gpf cvkqp"

- o UW'j cpf dqqn'uj qwf "rkuv'c'xct'kv' "qh'g'x'kf gpeg'hqt 'h'cwm' "v'ej qqug'htqo . 'tcvj gt 'vj cp" tgs wkt'kpi 'ur gekhe'v' r gu0
- o V{ r gu'qh'g'x'kf gpeg'uj qwf "kpenmf g'dw'pqv'dg'iko kvf "vq-<"
 - ugrh/gxcnwcvkqp."
 - cf o kpkwt'cvkqp "gxcnwcvkqp."
 - h'cwm' "eqo o kvgg'u'gxcnwcvkqp
 - r ggt "gxcnwcvkqp."
 -

vgcej kpi 'y kj 'r tgor quv'ngctpkpi 'o gcuwtgu0
. *6+'.625/6370'

Washington State University:

[Teaching Portfolio | Office of the Provost | Washington State University \(wsu.edu\)](#)

Examples of Teaching Portfolios

[Examples of Teaching Portfolios | Faculty | Washington State University \(wsu.edu\)](#)

DePaul University – Teaching Commons

[Teaching Portfolios | Reflective Practice | Teaching Guides | Teaching Commons | DePaul University, Chicago](#)

Vanderbilt University

