Faculty Annual Self Report Data Ad- Hoc Committee Report
Dec. 6th, 2019

The committee met Nov. 20th, 2019. We discussed general and specific issues we thought were important to research and address and divided those up for further research.

Topics for Discussion:

1. The purposes of the annual self report are: improvement in teaching/learning, retention and promotion, systematic and regular review, and staff development.
2. Discipline specific instruments: Since the different disciplines have such divergent best practices and research agendas, one common evaluative instrument can not fully evaluate all faculty with the same rigorous standards.
    a. Discipline specific instruments created by department/colleges in accordance with discipline specific measures and best practices.
    b. Address issues with categorization as it applies to research and service, specifically as it applies to research and service outside of the discipline.
    c. Address issues of well documented bias in relation to race, gender, etc. Instruments should be explored for ways to limit bias.
    d. Evaluation is a complex process that should have multiple points, no single point of data is adequate. There should be multiple measures and a variety of sources. Evaluations should be balanced with multiple measures.

e. There are questions about the reliability of data when not contextualized: i.e general education vs. major courses.

3. How collected data is used: move toward evaluative, not punitive use of data.
    a. Best practices encourage looking at data holistically for evaluative purposes and avoid punitive purposes. Evaluations should focus on development of growth to improve student learning.
    b. Punitive uses of data are connected to non-compliance. Use focus groups to examine non-compliance.
4. Request data and help to represent all colleges.

Next Steps:

1. Committee will reconvene after winter break.
    a. J. Barnes-Pietruszynski will research evaluative vs. punitive systems and systems/instruments that are holistic in nature.
    b. S. Armstrong will look at the instrument itself, use of varied instruments, and non-compliance.
    c. B. Armstrong will gather and review the data collected so far and how our peer institutions use Faculty Evaluation.