Amendment B to University Policy S15-8
Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards

Resolved: That S15-8 be amended as shown in the strikeout and underline of the excerpted policy.

Rationale: Professional Standards has become aware that, in some cases, a SOTE evaluation of 4.0 is “below the norm” as set by the Student Evaluation Review Board. However, according to the SOTE instrument, a “4” means that the student agrees that the instructor is “effective.” Thus, faculty who are judged to be “effective” by their students are sometimes judged to be “below the norm” with important negative consequences for their professional advancement.

This amendment supplies a common sense remedy to the situation by establishing that either being judged to be effective or being within the norm is sufficient to achieve the most basic level of teaching competency. After all, if the quality of teaching continues to improve to the point where every faculty member is an excellent teacher, there would by definition always be those below the ever increasing norm.

Approved: November 4, 2019.

Vote: 8-0-0

Present: He, Cargill, Peter, Monday, Kumar, Mahendra, Kemnitz, Birrer.

Absent: Chin, Riley

Financial Impact: No direct impact

Workload Impact: No direct impact
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3.3.1.3.2 Baseline. The candidate has taught assigned courses that are well crafted and appropriate for the catalog description. The candidate has taken measures to correct any problems identified earlier in either direct observations or prior performance evaluations. Recent direct observations are supportive. Student evaluations, taking into account the nature, subject, and level of classes taught, are either generally within the norms by the end of the review period or indicate effective teaching in survey components, particularly for classes within the candidate’s primary focus and any curriculum specifically identified in the appointment letter.