

Faculty Senate Teaching Evaluation Task Force Motion

The Senate, in partnership with the Vice Provost of Faculty Affairs, seeks to improve DU's methods of course evaluation and teaching review for the purpose of annual reviews, promotion, and reappointment by moving that:

1. Following up on and integrating findings from the Senate-OTL "Teaching Excellence" committee's work, the Senate create a Teaching Evaluation Task Force, with membership and duration to be determined by the Faculty Senate Executive Committee (FSEC), which will include creating a nomination and application process that allows for the appointment of any appointed faculty member. The FSEC will consult with the Office of Diversity, Equity and Inclusion to formulate this process. The FSEC will present the process to the senate body for review and approval before seating the committee. This Task Force shall include stakeholders from the faculty and administration, and when appropriate other offices and units, charged with evaluating and improving how we evaluate teaching institutionally (including, but not limited to, existing student evaluations of teaching), with the goal of improving teaching, learning, and equity. The Task Force will be faculty-driven but may also include staff with subject matter expertise and administrators (such as Associate Deans) with oversight or job responsibilities in these areas. We recommend that the evaluation of teaching should involve multiple measures and not be based solely on Student Evaluations of Teaching (SET).
2. The Task Force be the first step in a multi-year and likely multi-committee process. We seek to move the institution beyond the use of student evaluations as a primary mode of evaluating teaching performance for merit, promotion, and reappointment.
3. The Teaching Evaluation Task Force (TETF) is charged as follows:
 - Starting September 2020, the TETF will convene (with the process for its composition as described above) to begin work. This Task Force must create structures/processes to work with stakeholders when there is not committee member representation and share that structure/process with the Faculty Senate by January 2021 for approval.
 - The TEFT will develop a shared governance process with critical votes and reporting structures designed in advance and share those specifications that structure/process with the Faculty Senate by Winter 2021 for approval.
 - The TETF will survey best practices locally and nationally utilizing existing institutional documentation, including OTL publications (specifically the Alternate Methods of Assessing Teaching Whitepaper) and Senate documentation (including the findings from the Teaching Excellence Senate-OTL committee). By Spring 2021, TETF will curate these resources to share with campus and identify models of success.

- Also, by Spring 2021, the TETF will survey unit level policies and practices, curate these resources to share with the campus community, and identify models of success.
- The TETF will identify additional metrics for demonstrating effective teaching (such as peer evaluation, teaching portfolios etc.) and recommend revisions to existing metrics.
- The TETF will document findings and create recommendations for moving forward--both the next set of committees/task forces and recommend a multi-year approach, including Faculty Senate votes, and an iterative process to make achievable, incremental changes to practice.
- The TETF will create a framework for future work and future committees and present this framework, to include a process for shared governance and stakeholder process, and a plan for implementing changes for a vote in the Senate by September 2021.

The end goal would be to have a robust, rigorous, and evidence-based set of methods to assess teaching performance holistically, one that operates in alignment with Senate APT document and that allows units flexibility of practice in a way that best aligns with their faculty and academic programs.

Noted Stakeholders include:

The DU Faculty

The Provost and Chancellor

Deans and the Dean's Council

The Faculty Senate Personnel Committee

The Faculty Senate Students Relations Committee

The Registrar

Department Heads

Undergraduate and Graduate Student Governments

The General Counsel

The Office of Diversity, Equity, and Inclusion

The Office of Teaching & Learning