

## SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: On the Use of Student Evaluations in Tenure and Promotion Decisions

SENATOR PROPOSING MOTION: David Keifer

SENATOR SECONDING MOTION: Mark De Socio

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MOTION (this section alone will be recorded in the minutes):

The Faculty Senate recommends that the members of each department and/or school discuss the attached report from the Ad Hoc Committee on the Use of Student Evaluations of Teaching in Faculty Evaluations and make any desired revisions to the department and/or school's tenure and promotion guidelines.

The Faculty Senate also recommends that item 7 in both Appendix C and Appendix D of the Faculty Handbook be changed to (new language in red), effective July 1, 2025:

Supporting Evidence of Effective Teaching: The evidence might come in many forms but must at least include ~~a) Some course materials developed by the applicant~~ **and any materials required by the relevant department and/or academic program.**, ~~b) Clear and understandable summaries and analyses of student evaluations for the last three years,~~ and ~~c) Actual student evaluations, in the students' own handwriting if available, for the previous teaching semester. (If original student evaluations are not available for open-ended evaluation questions, an explanation should be provided.)~~ A brief description of the evaluation process when it occurred, under what circumstances, etc. would also be helpful.

JUSTIFICATION:

The ad hoc committee's report makes a compelling case that student evaluations are biased and do not accurately reflect the teaching abilities of the faculty member. Thus, departments and/or schools should have the freedom to decide not to require student evaluations as a part of tenure or promotion applications. The committee also made several other suggestions that department and/or schools may wish to incorporate.

By the way, Chapter 2 of the Faculty Handbook contains language on the "Procedures for Promotion of Faculty," the "Evaluation of Performance of Faculty" (aka the annual review of faculty), and the "Comprehensive Review of Tenured Faculty" (aka the 5-year review of faculty). All those sections say that student evaluation may be used as evidence of effective teaching, but those sections do not require student evaluations. Thus, the current language in that part of the Handbook is consistent with the original version of this motion.

ANTICIPATED IMPACT:

Negative:

Positive:

Is this a recommendation to the Provost?  Yes \_\_\_\_\_ No \_\_\_\_\_

Is this a recommendation to someone else? No \_\_\_\_\_ Yes, to all academic departments and/or schools

VOTE: Number of Senators Present:

Motion Passes or Fails: