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2-9-2009

## Faculty Evaluation Committee Minutes, February 9, 2009

Utah State University

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**Faculty Evaluation Committee Meeting**  
**February 9, 2009**

Present: Greg Podgorski (chair), Doran Baker, Yong Kim, Joan Kleinke, Crag Peterson, Tamara Vitale, and Ronda Olsen.

Jamison Fargo's analysis of the fall 2008 Faculty Evaluation data was presented and is appended at the bottom of these minutes.

In a nutshell, our existing course evaluation form seems reliable at measuring whatever it is that's being measured. The statistical analysis can't tell us what it is that the form assesses – this is largely subjective. If three questions are dropped from subscale III (Information about the Instruction; the questions are indicated in the later portion of the attachment), Jamison found that the existing form becomes even more reliable.

The committee members present felt that it is time to report our progress and share our findings with the Faculty Senate. I met with Mike Parent, Faculty Senate President yesterday afternoon to discuss possible plans. I'll be presenting a report to the Faculty Senate Executive Committee a week from today.

At this meeting, I'll report that:

- We've met with a professional consultant (Dr. Arreola)
- We've investigated the use of commercial forms (and these are prohibitively expensive)
- We've analyzed the existing form and found it to be a reliable instrument
- We see three options (and would like some advice for the Executive Committee)
  - Leave the existing reliable form as is
  - Modify the existing form modestly (for example, drop redundant questions, reduce the number of response categories to 4 or 5, improve the wording of some questions, move the overview questions of instructor and course effectiveness to the end of the form or drop the altogether)
  - Create a new form (after considering things such as who the results serve, what it is we seek to measure, and choosing and testing validated questions from existing, available lists)

I will emphasize the amount of work involved in this last option and say that we will need a clear, stationary target to aim for (not one that moves with every senate meeting or election) if we are to even think of making changes to the form.

I'll let you know what the Executive Committee has to say after the presentation.

Look for an e-mail following this on another topic related to the Faculty Evaluations Committee – selection of Teacher of the Year and Advisor of the Year.

Submitted by Greg Podgorski 2/10/09

## Analysis of Fall 2008 USU Teacher/Course Evaluations (N = 50,962)

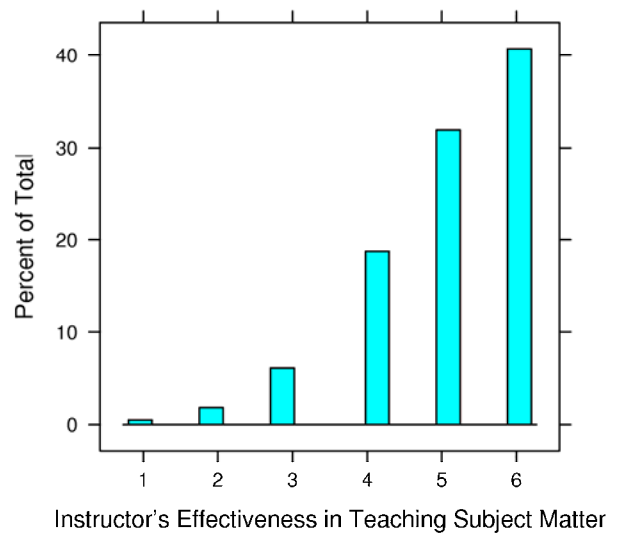
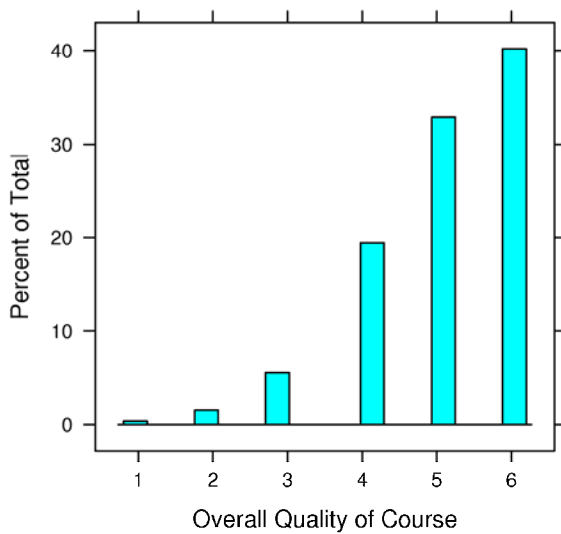
Jamison D. Fargo, PhD, Assistant Professor of Psychology, Utah State University

February 2009

### I. General Evaluation (2 items)

|      | M    | SD   | 0% | 25% | 50% | 75% | 100% | n     | NA  |
|------|------|------|----|-----|-----|-----|------|-------|-----|
| Q1_1 | 5.04 | 1.00 | 1  | 4   | 5   | 6   | 6    | 50877 | 85  |
| Q1_2 | 5.08 | 1.06 | 1  | 4   | 5   | 6   | 6    | 50473 | 489 |

Histograms for q1\_1 and  
q1\_2:



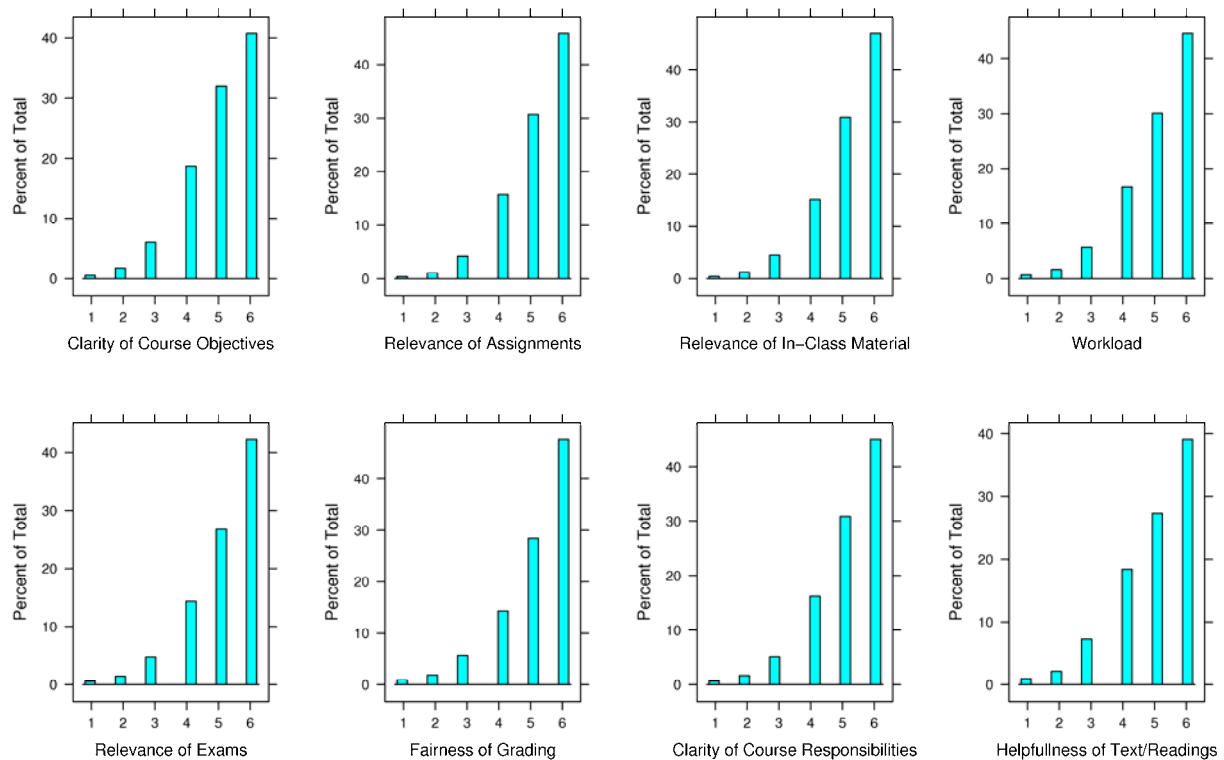
Correlation between q1 and q2: 0.85

Cronbach alpha (**Internal Consistency Reliability**) for q1 and q2: 0.92

## II. Subscale I: Information about the Course (8 items)

|      | M    | SD   | 0% | 25% | 50% | 75% | 100% | n     | NA   |
|------|------|------|----|-----|-----|-----|------|-------|------|
| Q2_1 | 5.03 | 1.04 | 1  | 4   | 5   | 6   | 6    | 50810 | 152  |
| Q2_2 | 5.18 | 0.96 | 1  | 5   | 5   | 6   | 6    | 49872 | 1090 |
| Q2_3 | 5.18 | 0.98 | 1  | 5   | 5   | 6   | 6    | 50608 | 354  |
| Q2_4 | 5.09 | 1.05 | 1  | 5   | 5   | 6   | 6    | 50551 | 411  |
| Q2_5 | 5.13 | 1.03 | 1  | 5   | 5   | 6   | 6    | 45912 | 5050 |
| Q2_6 | 5.13 | 1.07 | 1  | 5   | 5   | 6   | 6    | 50330 | 632  |
| Q2_7 | 5.11 | 1.03 | 1  | 5   | 5   | 6   | 6    | 50707 | 255  |
| Q2_8 | 4.96 | 1.12 | 1  | 4   | 5   | 6   | 6    | 48461 | 2501 |

Histograms for q2\_1 thru q2\_8:



Correlation matrix for q2\_1 through q2\_8:

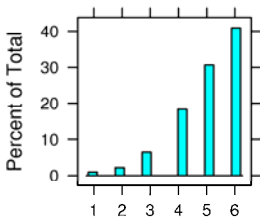
|      | Q2_1 | Q2_2 | Q2_3 | Q2_4 | Q2_5 | Q2_6 | Q2_7 |
|------|------|------|------|------|------|------|------|
| Q2_2 | 0.73 |      |      |      |      |      |      |
| Q2_3 | 0.75 | 0.78 |      |      |      |      |      |
| Q2_4 | 0.66 | 0.70 | 0.70 |      |      |      |      |
| Q2_5 | 0.69 | 0.70 | 0.73 | 0.72 |      |      |      |
| Q2_6 | 0.66 | 0.66 | 0.67 | 0.68 | 0.73 |      |      |
| Q2_7 | 0.78 | 0.71 | 0.73 | 0.69 | 0.72 | 0.74 |      |
| Q2_8 | 0.66 | 0.67 | 0.69 | 0.64 | 0.66 | 0.63 | 0.71 |

Cronbach alpha (**Internal Consistency Reliability**) for q2\_1 thru q2\_8:  
0.95

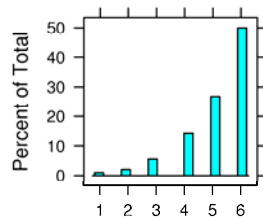
### III. Subscale II: Information about the Instruction (10 items)

|       | M    | SD   | 0% | 25% | 50% | 75% | 100% | n     | NA   |
|-------|------|------|----|-----|-----|-----|------|-------|------|
| Q3_1  | 4.99 | 1.10 | 1  | 4   | 5   | 6   | 6    | 50707 | 255  |
| Q3_2  | 5.15 | 1.09 | 1  | 5   | 6   | 6   | 6    | 50724 | 238  |
| Q3_3  | 5.25 | 1.00 | 1  | 5   | 6   | 6   | 6    | 50679 | 283  |
| Q3_4  | 5.15 | 1.07 | 1  | 5   | 5   | 6   | 6    | 50688 | 274  |
| Q3_5  | 5.46 | 0.88 | 1  | 5   | 6   | 6   | 6    | 50778 | 184  |
| Q3_6  | 5.20 | 1.04 | 1  | 5   | 6   | 6   | 6    | 50724 | 238  |
| Q3_7  | 5.39 | 0.89 | 1  | 5   | 6   | 6   | 6    | 50755 | 207  |
| Q3_8  | 5.34 | 0.93 | 1  | 5   | 6   | 6   | 6    | 50762 | 200  |
| Q3_9  | 5.32 | 0.97 | 1  | 5   | 6   | 6   | 6    | 50644 | 318  |
| Q3_10 | 5.13 | 1.07 | 1  | 5   | 5   | 6   | 6    | 49659 | 1303 |

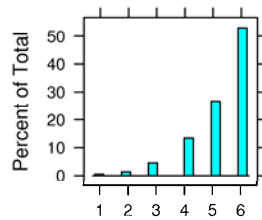
Histograms for q3\_1 thru q3\_10:



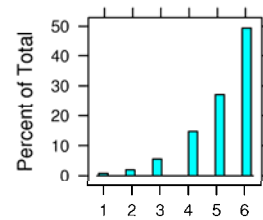
Course Org Helped Learning



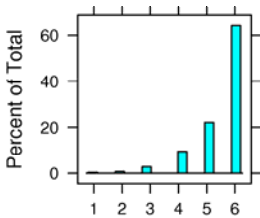
Helpfulness of Explanations



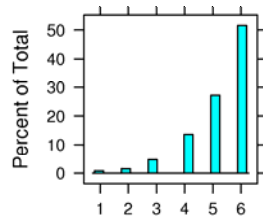
Use of Examples



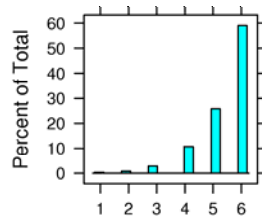
Use of Class Time



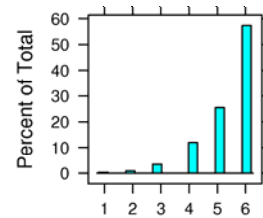
Enthusiasm



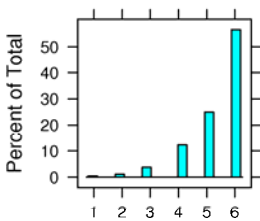
Helpfulness of Resolving Questions



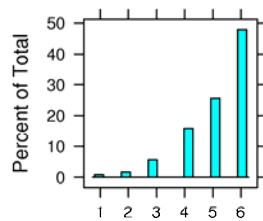
Prepared for Class



Opportunity to Ask Questions



Opportunity to Comment/Express Opinion



Availability of Extra Help

Correlation matrix for q3\_1 thru q3\_10:

|       | Q3_1 | Q3_2 | Q3_3 | Q3_4 | Q3_5 | Q3_6 | Q3_7 | Q3_8 | Q3_9 |
|-------|------|------|------|------|------|------|------|------|------|
| Q3_2  | 0.78 |      |      |      |      |      |      |      |      |
| Q3_3  | 0.75 | 0.84 |      |      |      |      |      |      |      |
| Q3_4  | 0.76 | 0.78 | 0.80 |      |      |      |      |      |      |
| Q3_5  | 0.62 | 0.67 | 0.70 | 0.68 |      |      |      |      |      |
| Q3_6  | 0.72 | 0.84 | 0.79 | 0.76 | 0.71 |      |      |      |      |
| Q3_7  | 0.69 | 0.70 | 0.72 | 0.73 | 0.71 | 0.73 |      |      |      |
| Q3_8  | 0.62 | 0.69 | 0.67 | 0.66 | 0.64 | 0.73 | 0.67 |      |      |
| Q3_9  | 0.61 | 0.67 | 0.66 | 0.63 | 0.62 | 0.71 | 0.64 | 0.86 |      |
| Q3_10 | 0.63 | 0.67 | 0.64 | 0.64 | 0.60 | 0.71 | 0.62 | 0.70 | 0.69 |

Cronbach alpha (**Internal Consistency Reliability**) for q3\_1 thru q3\_10:  
0.96

#### IV. Confirmatory Factor Analysis (Construct Validity)

##### A. Existing Instrument

CFI/TLI

|     |       |
|-----|-------|
| CFI | 0.923 |
| TLI | 0.912 |

RMSEA (Root Mean Square Error Of Approximation)

|                          |       |       |
|--------------------------|-------|-------|
| Estimate                 | 0.069 |       |
| 90 Percent C.I.          | 0.069 | 0.070 |
| Probability RMSEA <= .05 | 0.000 |       |

SRMR (Standardized Root Mean Square Residual)

|       |       |
|-------|-------|
| Value | 0.033 |
|-------|-------|

##### STANDARDIZED MODEL RESULTS

|                   |          |       |           | Two-Tailed |
|-------------------|----------|-------|-----------|------------|
|                   | Estimate | S.E.  | Est./S.E. | P-Value    |
| COURSE            |          |       |           |            |
| BY                |          |       |           |            |
| Q2_7              | 0.862    | 0.002 | 481.581   | 0.000      |
| Q2_1              | 0.849    | 0.002 | 472.153   | 0.000      |
| Q2_2              | 0.843    | 0.002 | 420.085   | 0.000      |
| Q2_3              | 0.871    | 0.002 | 523.114   | 0.000      |
| Q2_4              | 0.798    | 0.002 | 327.814   | 0.000      |
| Q2_5              | 0.836    | 0.002 | 372.133   | 0.000      |
| Q2_6              | 0.798    | 0.003 | 316.128   | 0.000      |
| Q2_8              | 0.789    | 0.003 | 311.884   | 0.000      |
| INSTRCT           |          |       |           |            |
| BY                |          |       |           |            |
| Q3_2              | 0.899    | 0.001 | 680.818   | 0.000      |
| Q3_1              | 0.843    | 0.002 | 443.102   | 0.000      |
| Q3_3              | 0.887    | 0.002 | 566.902   | 0.000      |
| Q3_4              | 0.867    | 0.002 | 502.118   | 0.000      |
| Q3_5              | 0.776    | 0.003 | 273.545   | 0.000      |
| Q3_6              | 0.893    | 0.001 | 633.962   | 0.000      |
| Q3_7              | 0.817    | 0.002 | 346.197   | 0.000      |
| Q3_8              | 0.799    | 0.003 | 295.295   | 0.000      |
| Q3_9              | 0.779    | 0.003 | 266.241   | 0.000      |
| Q3_10             | 0.770    | 0.003 | 282.212   | 0.000      |
| INSTRCT W/ COURSE | 0.901    | 0.002 | 590.036   | 0.000      |

# R-SQUARE

| Observed<br>Variable | Estimate | S.E.  | Est./S.E. | Two-Tailed<br>P-Value |
|----------------------|----------|-------|-----------|-----------------------|
| Q2_1                 | 0.722    | 0.003 | 236.076   | 0.000                 |
| Q2_2                 | 0.710    | 0.003 | 210.042   | 0.000                 |
| Q2_3                 | 0.759    | 0.003 | 261.557   | 0.000                 |
| Q2_4                 | 0.637    | 0.004 | 163.907   | 0.000                 |
| Q2_5                 | 0.698    | 0.004 | 186.067   | 0.000                 |
| Q2_6                 | 0.637    | 0.004 | 158.064   | 0.000                 |
| Q2_7                 | 0.743    | 0.003 | 240.790   | 0.000                 |
| Q2_8                 | 0.622    | 0.004 | 155.942   | 0.000                 |
| Q3_1                 | 0.710    | 0.003 | 221.551   | 0.000                 |
| Q3_2                 | 0.808    | 0.002 | 340.409   | 0.000                 |
| Q3_3                 | 0.787    | 0.003 | 283.451   | 0.000                 |
| Q3_4                 | 0.751    | 0.003 | 251.059   | 0.000                 |
| Q3_5                 | 0.601    | 0.004 | 136.773   | 0.000                 |
| Q3_6                 | 0.798    | 0.003 | 316.981   | 0.000                 |
| Q3_7                 | 0.667    | 0.004 | 173.098   | 0.000                 |
| Q3_8                 | 0.639    | 0.004 | 147.648   | 0.000                 |
| Q3_9                 | 0.607    | 0.005 | 133.120   | 0.000                 |
| Q3_10                | 0.594    | 0.004 | 141.106   | 0.000                 |

## FACTOR RELIABILITY

COURSE: 0.978  
INSTRUCT: 0.982

## B. Revised Instrument (Items 3, 6, and 9 removed from Subscale II)

### MODEL FIT

CFI 0.956  
TLI 0.949

### RMSEA (Root Mean Square Error Of Approximation)

Estimate 0.056  
90 Percent C.I. 0.055 0.057  
Probability RMSEA <= .05 0.000



SRMR (Standardized Root Mean Square Residual)

Value 0.025

# STANDARDIZED MODEL RESULTS

|            |        | Two-Tailed |       |           |         |
|------------|--------|------------|-------|-----------|---------|
|            |        | Estimate   | S.E.  | Est./S.E. | P-Value |
| COURSE     | BY     |            |       |           |         |
| Q2_7       |        | 0.862      | 0.002 | 483.527   | 0.000   |
| Q2_1       |        | 0.850      | 0.002 | 476.721   | 0.000   |
| Q2_2       |        | 0.842      | 0.002 | 419.088   | 0.000   |
| Q2_3       |        | 0.872      | 0.002 | 529.467   | 0.000   |
| Q2_4       |        | 0.798      | 0.002 | 327.339   | 0.000   |
| Q2_5       |        | 0.835      | 0.002 | 371.341   | 0.000   |
| Q2_6       |        | 0.797      | 0.003 | 314.859   | 0.000   |
| Q2_8       |        | 0.790      | 0.003 | 313.045   | 0.000   |
| INSTRCT    | BY     |            |       |           |         |
| Q3_2       |        | 0.879      | 0.002 | 563.608   | 0.000   |
| Q3_1       |        | 0.864      | 0.002 | 497.459   | 0.000   |
| Q3_4       |        | 0.872      | 0.002 | 521.876   | 0.000   |
| Q3_5       |        | 0.768      | 0.003 | 263.858   | 0.000   |
| Q3_7       |        | 0.820      | 0.002 | 353.006   | 0.000   |
| Q3_8       |        | 0.774      | 0.003 | 267.849   | 0.000   |
| Q3_10      |        | 0.765      | 0.003 | 273.410   | 0.000   |
| INSTRCT W/ | COURSE | 0.919      | 0.001 | 646.287   | 0.000   |

# R-SQUARE

| Observed Variable | Estimate | S.E.  | Est./S.E. | Two-Tailed P-Value |
|-------------------|----------|-------|-----------|--------------------|
| Q2_1              | 0.723    | 0.003 | 238.360   | 0.000              |
| Q2_2              | 0.709    | 0.003 | 209.544   | 0.000              |
| Q2_3              | 0.761    | 0.003 | 264.734   | 0.000              |
| Q2_4              | 0.636    | 0.004 | 163.670   | 0.000              |
| Q2_5              | 0.697    | 0.004 | 185.671   | 0.000              |
| Q2_6              | 0.635    | 0.004 | 157.430   | 0.000              |
| Q2_7              | 0.743    | 0.003 | 241.763   | 0.000              |
| Q2_8              | 0.623    | 0.004 | 156.523   | 0.000              |
| Q3_1              | 0.746    | 0.003 | 248.729   | 0.000              |
| Q3_2              | 0.773    | 0.003 | 281.804   | 0.000              |
| Q3_4              | 0.760    | 0.003 | 260.938   | 0.000              |
| Q3_5              | 0.590    | 0.004 | 131.929   | 0.000              |
| Q3_7              | 0.673    | 0.004 | 176.503   | 0.000              |
| Q3_8              | 0.599    | 0.004 | 133.925   | 0.000              |
| Q3_10             | 0.585    | 0.004 | 136.705   | 0.000              |

FACTOR RELIABILITY

COURSE: 0.978

INSTRUCT: 0.976

## **V. A Few Recommendations for Retooling Existing Instrument:**

- 1) Modifications to Subscale II:
  - a. Several items are highly intercorrelated, suggesting redundancy: Items 2 and 3 are correlated @ .84; items 2 and 6 are correlated @ .84; 3 and 4 are correlated @ .80; 8 and 9 are correlated @ .86.
    - i. Combine items 2, 3, and 6 into 1 item (or drop items 3 and 6).
    - ii. Combine items 8 and 9 into 1 item.
      1. Cronbach alpha for subscale II without items 3, 6, and 9 is: 0.94
    - iii. Construct validity improves when items 3, 6, and 9 are removed: Model fit increases .91 to .95, reaching acceptable levels.
- 2) Either switch to a 5-point scale: "Excellent, Good, Average, Poor, Very Poor" or keep 6-point scale, but change labels so distribution is more balanced. Use of an even-numbered scale is traditionally intended to eliminate a neutral or "middle of the road" option: "Excellent, Good, Above Average, Below Average, Poor, Very Poor".
- 3) Due to skewness and ordinality of distribution, present Medians in addition to or in place of Means.
- 4) Elimination of several items per subscale would create flexibility for individuals colleges/units to add customized items of their own.