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9-21-2021

## Faculty Evaluation Committee Agenda, September 21, 2021

Utah State University

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### Recommended Citation

Utah State University, "Faculty Evaluation Committee Agenda, September 21, 2021" (2021). *Faculty Evaluation Committee*. Paper 54.

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**Faculty Evaluation Committee Agenda**  
**Tuesday, September 21, 2021, 12:00-1pm**

Held on Zoom: <https://usu-edu.zoom.us/j/88495105669?pwd=K0trTUtp6QTdoODVQQUFyN3Q2L0oxUT09>

**Membership:**

*Agriculture and Applied Sciences* – **Kelli Munns**

*Arts* - **Timothy Chenette** (Chair)

*Business* – **Todd Griffith**

*Education and Human Services* – **Crissa Levin**

*Engineering* – **Timothy Taylor**

*Humanities and Social Sciences* – **Michael Lyons**

*Natural Resources* – **Doug Ramsey**

*Science* – **Vicki Allan**

*Libraries* – **Liz Woolcott**

*Extension* – **Narine Lendel**

*Statewide Campuses* – **Kim Hales**

*USU Eastern* – **Steve Nelson**

*Student Representatives* – **Porter Casdorff** (USUSA Executive Vice President)

*Student Representatives* – **Ethan Conlee** (USUSA Student Advocate)

*Student Representatives* – **Niyonta Chowdhury-Magana** (USUSA Graduate Studies Senator)

**Agenda**

1. Review committee charge and status of committee:

- a. Charge from <https://www.usu.edu/fsenate/committees/faculty-evaluation>  
(mirrors faculty code 402.12.7):

**About the Committee**

The Faculty Evaluation Committee shall:

1. Assess methods for evaluating faculty performance;
2. Recommend improvements in methods of evaluation; and
3. Decide university awards for Teacher, Mentor and Service Award for the Year.
4. The committee shall consist of one faculty representative from each academic college, Statewide Campuses, USU Eastern, Extension, and the Library, two student officers from ASUSU and one student officer from the GSS. The faculty representatives are elected to the committee in accordance with Section 402.11.2. The committee will elect a chair a chair annually, preferably at the last meeting of the academic year.

b. Status:

- i. Committee on Committees called a meeting 1/12/21 to revive the committee; Britt Fagerheim agreed to chair.
- ii. FEC met 2/26/21 to determine awardees, then 3/22/21 to discuss future initiatives and elect a new chair.

c. Past work:

- i. 2015–16?: Survey on perceptions of IDEA evaluations by department heads (report: <https://www.usu.edu/fsenate/files/dh-survey-data.pdf>) and faculty (report: <https://www.usu.edu/fsenate/files/tf-survey->

- [data.pdf](#)). Resulted in six recommendations to faculty senate (report: <https://www.usu.edu/fsenate/files/fec-senate-report-2015-2016.pdf>).
- ii. Presentation on “Evaluating University Teaching” by Interim Provost Larry Smith (<https://usu.box.com/s/gklu83a9l6getqtv1i0rbu59hh1hiph6>)
  - iii. Available annual reports include 2015–16 (<https://www.usu.edu/fsenate/files/fec-senate-report-2015-2016.pdf>) and 2017–18 (<https://usu.box.com/s/m6zs1yplnwuhw5c72lv4n4t807dxu54y>).
2. Discussion about Annual Report (due early Nov.)
  3. Discussion: Name and description of Undergraduate Faculty Mentor of the Year Award
    - a. Originally Advisor of the Year; changed to “Faculty Mentor” because university is now primarily using professional (nonfaculty) advisors, but criteria (<https://www.usu.edu/provost/university-honors/undergraduate-faculty-mentor-of-the-year>) were not updated and still reference “advisees” and advising processes.
    - b. Two current issues:
      - i. Criteria about faculty and advising no longer match the model used in most of the university.
      - ii. If criteria are updated to reflect current faculty roles, it is difficult to distinguish this award from Undergraduate Teacher of the Year and Undergraduate Research Mentor of the Year.
    - c. Paths forward:
      - i. Most people seem to prefer not to reduce the number of awards.
      - ii. A representative of each college shared their procedures (can be found here: <https://usu.box.com/s/br8h16tg5bry7emrh54ju0bqi62vafmp>). These include emphasizing true advising, general individual student mentoring (networking, life mentoring, professional development, career counseling), work with student clubs and organizations, participation in formal organizations like Huntsman Scholars and Caine Scholars.
  4. Recognition of faculty DEI work
    - a. USU states that Diversity, Equity, and Inclusion are important (see President’s Initiative: <https://www.usu.edu/president/initiatives/diversity-and-inclusion/>). How can faculty evaluation procedures align with/contribute to this priority?
    - b. Kenyon College’s initiative: <https://www.diverseeducation.com/home/article/15103846/kenyon-faculty-write-diversity-into-tenure-and-promotion-guidelines>
    - c. IUPUI’s initiative: [https://www.insidehighered.com/news/2021/05/14/iupui-creates-path-promotion-and-tenure-based-dei-work?fbclid=IwAR2CQWRNV9G8tGr7AF6DF-dwvWkAXA0YWAud\\_yesz5wsjlUO2X9yULczcA](https://www.insidehighered.com/news/2021/05/14/iupui-creates-path-promotion-and-tenure-based-dei-work?fbclid=IwAR2CQWRNV9G8tGr7AF6DF-dwvWkAXA0YWAud_yesz5wsjlUO2X9yULczcA)
    - d. USU code (note recent inclusion of community engagement): <https://www.usu.edu/policies/405/>
  5. Discussion of Peer Review of Faculty
  6. Additional meeting days/times