

University of Puget Sound PSC Committee

Minutes for Monday, April 16th

Present: David Andresen, Denise Despres, Fred Hamel, Suzanne Holland, Amanda Mifflin, Andreas Madlung, Jennifer Neighbors, Renee Houston (Associate Dean), Alisa Kessel (Chair, Faculty Senate)

The PSC meeting started at 4:05 p.m.

- 1) The PSC determined to review the Department of History and Hispanic Studies evaluation procedures at the final meeting on April 30th.
- 2) The remainder of the meeting was devoted to the preparation of a motion to the full faculty (the faculty meeting of April 25th) as a follow-up to the April 4th PSC presentation on Bias in Student Evaluations of Teaching. The Faculty Senate Chairperson acknowledged three potential options for consideration: a) a motion to introduce interim measures in the year ahead; b) a motion to suspend use of the current SET form; and c) a motion to create an ad hoc committee comprised of faculty members, administrative personnel, and students to study the problem of bias in student evaluations and recommend both interim and long term solutions or change to our current system. This committee might include two members from: the Faculty Senate, the PSC, the FAC (former members), the Committee on Diversity, student body, and at large.

The PSC discussed a number of issues, including the specificity of the charge; the advantages and disadvantages of determining a reasonable timeline for actionable results; the problem of faculty expertise in the undertaking of such a serious and time-consuming charge; the appropriate nature of student involvement; the logistics of each motion in terms of continuity in ongoing evaluations; issues of adherence to or modification of the faculty code; the timeline necessary for effecting change given legal procedure.

The PSC reviewed faculty retention data informed by race and gender to consider the urgency of a response to SET bias.

Actionable interim measures might include:

- *the education of department chairpersons and all head officers of reviews on the nature of SET Bias through formal conversations with PSC members
- *the addition of language to the current SET acknowledging the problem of bias
- *the creation of a mentorship program to guide junior faculty through the evaluation process (mentors outside the home department might be selected and assigned by the Provost); mentors, in turn, would provide a letter for the reviewee's file contextualizing the SET evaluations after working through them with the mentee.
- *the addition of language acknowledging SET Bias to the University Faculty Evaluation Criteria and Procedures document.
- *the implementation of mid-term course evaluations to provide faculty (including visiting faculty) with actionable information for course improvement.

* Members of the PSC meet with each department to educate faculty members on SET bias and suggest how the form (should we continue to use the current one) should be read and used in the review process.

The PSC determined that another meeting was necessary to prepare the motion for presentation at the full Faculty Meeting of April 25th. The PSC scheduled a meeting for April 23 (4:00, Wyatt 326). The meeting concluded at 5:10.

Respectfully Submitted,

Denise Despres