

**Faculty Evaluation Committee**  
*Meeting Minutes*  
**March 9th, 2009 9:00-10:00 am**

Present: Janice Miller-Young, Pat Kostouros, Brian Traynor, Alana Gieck, Cecilia Sessarego and Geoff Owens.

Absent: Manuel Díaz-Ávila (ill)

**1. APTC Discussion Paper on Rank and Tenure: Discussion**

Each member of the group shared information on their faculty input/feedback process for the APCT discussion paper.

Geoff said that Bruce met with the Library and he briefly presented the Discussion Paper. Discussion was limited but some feedback was given around being able to apply general criteria to Library positions. Librarians would like to have the same titles as Faculty

For the faculty of Arts, Cecilia reported that they had a short presentation. Some attention was given to explanation of the differences in the roles of the APTC and the Negotiations committee.

Pat reported that Health and Community Studies had a much longer session with Bruce. Some areas of interest were around the actual contributions in the Lecturer Role; Pay grids within Assistant/Associate, need for more content in the Service category (such as “participation” on committees); and Online evaluation considerations.

We discussed the need to seek clarification around promotion criterion based solely on past/demonstrated performance. How will future performance influence rank – for example, if there was a drop in performance would someone retain current rank?

In our round table discussion, we determined that there would be no point in FEC doing a survey of faculty as this input is already being gathered through Faculty Council meetings. Our most effective input would be on topics such as SEI, teaching excellence, etc. We decided to focus our input around the discussion questions:

- 2) What should the scholarship expectations be in the TS stream?
- 3) How should the teaching criteria in TS be differentiated from TSS?
- 7) What Faculty-level criteria/structures are most useful and practical when evaluating candidates for promotion?

The APTC still have to meet with the Faculty of Science and Faculty of Communication Studies

**Action:**

All FEC members to examine the three discussion questions identified and be prepared to review together so we can submit a response to APTC. Next meeting will be March 30.

Pat offered to investigate/locate information on the University of Victoria Teaching Portfolio.

## **2. Annual Report Feedback and Input on usability.**

Janice agreed to be the point person in dealing with Lee on the Annual Report feedback. She will compile some information the lack of value in reporting only a single SEI score. Instead, there should be grouping into themes. This was reiterated by Michael Theall during his recent visit. Janice will talk to Elaine Mullen about getting some of the background information from Michael Theal's presentation. Geoff can also assist with access to the content from this group.

Some discussion followed around collecting other information around topics such as Student Engagement and how this might be reflected in an Annual Report. Brian will talk to Norm Vaughn about this and some possible instruments to consider.

### **Action:**

Janice to follow-up with Elaine on Micael Theal's presentation materials.

Geoff to locate any resources that might be available on the web page of the Research Group on Evaluation of Teaching.

Brian to contact Norm Vaughn on Student Engagement Measures.

**Next meeting: March 30<sup>th</sup> from 9:00-10:30 - Room 1 in the Faculty Centre (Cecelia will book)**