

UNH FACULTY SENATE
MOTION #XX-12

on implementing online student evaluations of teaching by Fall 2016

1. Motion Presenter: Alberto Manalo, Chair of the Ad Hoc Teaching Evaluation Form Implementation Committee

2. Dates of Faculty Senate Discussion: 2/29/2016, 4/11/2016

3. **Rationale:** In April 2013, the Faculty Senate approved a motion to make a gradual transition from paper and pencil evaluation of teaching to electronic web-based evaluation for all courses over a time period sufficient to establish comparability between the methods. Pilot testing of online evaluations for face-to-face classes began in Fall Semester 2014 for tenured faculty members in CHHS and the Paul College. Beginning in Spring Semester 2015, the pilot testing was expanded to include all tenured faculty members in the colleges in Durham and at UNH Manchester. Student evaluations for untenured and non-tenure-track faculty members and graduate students are still being administered using paper.

The response rate for online evaluation at UNH so far has, on average, been lower than the historical response rates for paper evaluation, but it has been improving. The University is committed to employing effective strategies to continue to improve the response rates.

The online administration of teaching evaluations will benefit untenured and non-tenure track faculty and graduate students. Online evaluations will generate a faster turnaround of results than paper evaluations. They also provide better protection for the data and safeguard data integrity better than paper evaluations.

One faculty concern has been that the lower response rate and lower ratings obtained from online evaluations will create a bigger hurdle for continued employment and promotion, unless the discrepancy between ratings from paper and online evaluations are recognized, and appropriate adjustments in the expectations and use of the ratings are made, by those who make such employment and promotion decisions. As of Feb. 15, 2016 all deans have committed in writing to support online evaluations and to recalibrate the online evaluation numbers.

If courses taught by untenured and non-tenure track faculty and graduate students are included, then all student evaluations of teaching at UNH will be done online. In addition to the two benefits mentioned above, online administration of teaching evaluations will make it easier to include supplemental evaluation questions from departments and programs, and to incorporate the alternative evaluations that today some departments and programs operate under exemption and under their own process.

4. Motion: The ad hoc Teaching Evaluation Form Implementation Committee moves the following:

a. Student evaluation of teaching by untenured and non-tenure-track faculty, and graduate students should be administered online no later than Fall Semester 2016,

contingent upon the integration of qualitative and quantitative components for Fall 2016, and a commitment to an analysis of evaluations for faculty from under-represented groups and women under the two systems in the coming academic year.

b. The Faculty Senate should continue analyzing the distribution and means of ratings for the questions in the teaching evaluations, and compare such results with those obtained for the paper evaluation in past years. Based on the analysis, the Faculty Senate will provide to the deans, department chairs, and provost the appropriate adjustments.

5. Senate Action: The motion passed with 35 votes in favor, 7 votes opposed, and 3 abstentions.

6. Senate chair's signatures: *Deborah A. Kinghorn*

Forwarded to the following on April 29, 2016

President Mark Huddleston

Interim Provost P.T. Vasudevan

Mary Rhiel, Interim Senior Vice Provost for Academic Affairs

All college deans

All department chairs