

Tuesday November 10, 2020

Educational Policy and Planning Committee Meeting

Present: Chair, Jarrod Hanson, SEHD; Secretary, Rachel Stott, Library; Tod Duncan, CLAS; Dennis DeBay, SEHD; Jing Zhang; Business; Wendy Bolyard, School of Public Affairs; David Liban, College of Arts and Media

Absent: Vice Chair, Jimmy Kim, Engineering; Inge Wefes, Graduate School; Matthew Shea, College of Architecture and Planning; Bryan Wee, CLAS; Christopher Merkner, CLAS

1. Call to order
2. Approval of minutes from October, 2020
 - a. Motion to approve: Dennis DeBay; Second: Wendy Bolyard
 - b. Motion to approve passes
3. Discussion of Faculty Evaluations for 2020 and use of FCQs
 - a. President Kennedy on 11/5/20 extended the suspensions of APS 1025 (Uniform Grading) and APS 1009 (Multiple Means of Teaching Evaluation) through June 30, 2021, which frees campuses to make decisions about grading policies and use of FCQs through Spring 2021. We should consider this committee's recommendations for Spring 2021 (and perhaps calendar year 2021).
 - b. EPPC Discussion: Faculty evaluations on the traditional rating (1-5) or switching to binary?
 - i. Allow faculty to make the decision how they are evaluated (similar to students choosing sliding grade scale); question over whether or not faculty members should have to explain their decision – potential concern about faculty members feeling obligated to share personal situations
 - ii. If we don't expect justification from students when they select P/F, we shouldn't need to have justification from faculty – would it be possible to look into rolling system (i.e. rolling over something major like a book publication into the following year)
 - iii. What does the faculty evaluation rating get faculty members outside of a piece of paper in their file?
 - iv. Some discussion in schools about letting faculty choose what year they're evaluated for the work they're doing this year. How many years would this transcend?
 - v. Difficult to make decisions when we don't know what's going to happen in the future.

- vi. Would be most equitable to have one system (all ratings or all binary)
 - vii. Is there a way to give faculty who want to go up for awards/need ranking for promotions to submit additional information if we were to switch to a binary (meets/doesn't meet) ranking for this year?
 - viii. If evaluations are binary, can they be holistic, rather than breaking out percentage times?
- c. EPPC Discussion: FCQs
- i. What is the Provost's rationale for using them this semester? Is there a significant advantage to using them that offsets the harm?
 - ii. There is a need to hear students voices – they could still be administered to gather feedback from students, but not used in the faculty evaluation process
 - iii. We are still in a pandemic, which means we are pandemic teaching; students are in crisis, so we can't move forward as if it's business as usual. Students may be mourning the changes in the college experience expectations, and faculty may not be able to meet those shifting expectations (nor should they expected to be)
 - iv. FCQs already discriminate against certain groups on campus, and given our current situations, they may magnify the inequities that they normally manifest
 - v. Using FCQs as part of the faculty's evaluation feels punitive in this situation
 - vi. Would like to project a message that we can trust faculty to take student feedback seriously without using FCQs as part of the formal faculty evaluation, at least through spring (or as long as the University President allows campuses to choose to do so)
 - vii. SPA using a strengths-based approach to celebrate what people have done and to permit holistic evaluation around meeting expectations. It also limits the demoralizing impact of evaluations during a pandemic.
 - viii. Question about protection for clinical faculty, whose "clocks" aren't paused with respect to research expectations, etc.? Is there any way to provide protection to them.

4. Other business/announcements

5. Adjournment

EPPC information including agendas and minutes is available on the UCD website at http://www.ucdenver.edu/faculty_staff/faculty/assembly/downtown/committees/Pages/Educational-planning-and-policy.aspx

