

Report to the Faculty Senate

From: Ad Hoc Committee on Student Evaluations of Faculty Teaching

Date: April 10, 2024

The committee has reviewed relevant literature, SU's current practices, and considered best practices with respect to the role of Student Evaluations of Teaching (hereafter SET) for

Below are our recommendations.

1. Faculty are expected to solicit student feedback on classroom experiences, particularly in the form of mid-semester formative evaluations, and use that information to guide adjustments in their courses. (See Appendix D) \* Faculty are not expected/required to share the raw data of SET with supervisors or as part of Tenure or Promotion packets.
  - a. Faculty must continue to report on their responses to SET in their annual self-evaluation; inclusion of raw data in those reports is at the discretion of the individual faculty member.
  - b. Departments and schools are encouraged to use other practices for evaluating teaching that serve their programs, for example peer evaluations. GULLWEEK, as well as our courses, allow us to assess student learning.

3.

Departments/schools will develop guidelines for teaching portfolio contents and structure (See Appendix C)

4. Full-time, tenure-track, faculty will participate in ongoing, small, interdisciplinary support groups for faculty development in teaching excellence as part of their progress toward Tenure. Schools, departments, and participating faculty will have discretion regarding meeting times and regularity to be NOT LESS THAN once per semester.
  - a. Effective /

end

with the University's mission and General Education Program, and desire to support junior faculty.

- b. Optimal size for groups is no larger than 6 (7 with facilitator).
5. As part of the annual review process, supervisors are expected to engage in regular face-to-face meetings with junior faculty to discuss effective teaching strategies and practices.



C"o qtg'tgegpv'o gvc/cpcn{ uku'qh'pgctn{ '322'o wnk/ugevkqp'uwf lgu'lpf kecvgu'yj cv'UGV'ngctplpi " eqttgrcvkqp'ku'uo cm'i"? '2034+0Y j gp'r tkqt'uwf gpv'cdkxk{ 'ku'eqpukf gtgf . 'yj g'eqttgrcvkqp'ku' | gtq" \*t"? '2028+0\*Wwrg. '4239+

C"4238'uwf { 'qh'45.222'UGV'ueqtgu'htqo '6.645'htuv' { gct'uwf gpw'lp'3.399'ugevkqpu'lp'htcpeg" hqwpf 'yj g'eqttgrcvkqp'dgy ggp'UGV'cpf 'hpcn'gzco 'ueqtgu'vq'dg't? '20260Qh'pqvg.'UGV'y gtg" eqo r wuqt { . 'uq'yj g'uwf gpv'tgur qpug'tcvg'y cu'pgctn{ '322' . 'cpf 'yj g'uwf gpw'j cf "dggp'wpcdrq" vq'ugrh/ugrgev'lpvq'f khtgtgpv'ugevkqpu0\*Dqtłpi . '4238+0'

"

UGV'ctg'eqpukv'gpv'lp'yj cv'gxcnvcvkqpu'htq'c'i kxgp'lpwtwevt'r qukkxgn{ 'eqttgrcvg'y kj lp'yj g'uco g" eqwtug'cpf 'qxgt'vko g'\*Ectr gpvgt.'4242+0Vj ku'awi i gsu'vj cv'yj g{ 'tghrgev'uqo gjł pi 'uvcdrq'cdqw'vj g' lpwtwevt0T gugctej 'r qkp'u'vq'c'pwo dgt'qh'hcevtu.'lpnwł łpi <

"

**Course Discipline** 'o' O wnk rg'uwf lgu'lpf kecvg'yj cv'UGV'ctg'j ki j guv'htq'eqwtugu'lp'j wo cplkku'cpf " rpi wci g'cpf 'ny guv'lp'o cvj . 'gpi łpggtłpi . 'cpf 'uelgpeg0C'uwf { 'qh'45: .693'ercuugu'hqwpf 'UGV'htq' eqwtugu'lp'pcwtn'uelgpegu'vq'dg'2052'uvcpf ctf 'f gxlcvkqpu'ny gt'yj cp'htq'yj qug'lp'j wo cplkku' C f f kłkpcn'uwł lgu'j cxg'kf gpv'htgf 'gpi łpggtłpi . 'eqo r wgt'uelgpeg. 'cpf 'ej go kux { 'cu'yj g" f gr ctwo gpw'y kj 'ny guv'tcpnłpi 'UGV0Cp'cpcn{ uku'qh'UGV'cv'P [ W'hqwpf 'yj g'cxgtci g'ueqtg'lp' Gpi rku'j 'vq'dg'60ł; =lp'o cvj 'qpnł '508: '\*Wwł nł( 'Uo kdgtv.'4239+0'

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**Instructor Likeability** – Ectr gpvgt'gv'cn\*4238.'4235.'423: =t'gxlky gf 'lp'4242+'f kf 'c'ugt'ku'qh' gzt'gtlo gpw'htq'y j lej 'uwf gpw'y cvj gf 'c'xkf gq'd { 'cp'lpwtwevt'wulłi 'c'hmgpv'qt'f kuhmgpv'uvł rg." vj gp'y gtg'cungf 'vq'guko cvg'j qy 'o wej 'yj g{ 'ngctpgf 'cpf 'vq'eqo r ngv'c'v'guv'qp'yj g'rgewt'g'eqpvgp0' Vj g'hmgpv'lpwtwevt'y cu'tcvgf 'cu'o qtg'qti cplł gf 'cpf 'uwf gpw'lwł i gf 'yj gk'ngctplpi 'vq'dg'j ki j gt." vj qwi j 'v'guv'ueqtgu'dgy ggp'i tqwr u'y gtg'pqv'uki plłkcpwł 'f khtgtgpv0lp'uwf lgu'y j gtg'yj g'lpwtwevt" y cu'cungf 'vq'vgcej 'c'eqwtug'y kj "-gpvj wulcuo ø'uwf gpw'tcvgf 'yj g'lpwtwevt'cu'o qtg'ghgev'kxg." dgwgt'qti cplł gf . 'j cxłpi 'c'j ki j gt'ngxgn'qh'npqy ngł i g.'cpf 'wulłi 'c'j ki j gt's wcrkł 'vgz'vdqqm=yj g{ " guko cvgf 'j cxłpi 'ngctpgf 'o qtg.'f gur kq'gctplłi 'pgctn{ 'kf gpv'kcnłi tcf gu0'

"

Vj ku'o ktqtu'yj g'0F t0Hqz'Ghgev'gzt'gtlo gpv'lp'y j lej 'cp'cevqt'y cu'lpwtqf wegf 'cu'cp'gzt'gtv'qp" o cvj go cv'eu'cr r nłgf 'vq'j wo cp'dgj cxłqt0Vj g'cevqt'y cu'lpwtwevf 'vq'i kxg'c'rgewt'g'lpv'gp'v'kqpcn{ "

**Course Ease -** 'O wnr ng'lwflgu'kpf kcvg"vj cv'kputwvqtu'y j q'i tcf g'rgplgpw{ 'tgegkxg"j ki j gt"  
cxgtci g'tcvkpi u'vj cp'vj qug'y j q"fq'pqv" F wEgwg"( 'Mgppg{. '3; : 4="Gku| rgt."4224="Gy kpi ."4234="  
I tggpy crf "( 'I km qtg."3; ; 9c."3; ; 9d="J qm gu."3; 94="Kgn{ "( Ukpi j ."4227="O eRj gtuqp."4228="



Dcuqy . "UC0'cpf 'O ctv'p. "LNO\*4234+"Dku'lp "Uwf gpv'Gxcnwevkpu0Kp<Mkg. 'O GG0'Gf 0"  
."Uqelgv' hqt "y g"Vgcej kpi "qh"

Ru{ej qmji {."Y cuj kpi vqp"FE."62/6; 0

Dqtkpi . 'C0'Qwqdqpk'M0'( "Uctm'ROU0\*4238-0Uwf gpv'gxcnwevkpu'qh'vgej kpi "o quw{ +'f q'pqv"  
o gcuwtg'vgej kpi "ghgevkpguu0' 2\*2+3/330'

<http://doi.org/10.14293/S2199-1006.1.SOR-EDU.AETBZ>

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Guctg{.'L0'( 'Xcnf gu.'P 0\*4242+'Wpdkcugf .tgrkcdrg.'cpf 'xcnkf 'uwf gpv'gxcnwcwqpu'ecp'uwkmdg"  
wphck0' \* :+'3328/33420'  
j wr <lf qkQti [110.1080/02602938.2020.1724875](https://doi.org/10.1080/02602938.2020.1724875)

I qgdgn'D0N0'( 'Ecu j gp.'X0O 0\*3; 9; +0Ci g.'ugz.'cpf "cwtcewxgpguu'cu'hcevtu'kp'uwf gpv'tcvkpi u"  
qh'vgcej gtu<C"f gxgnr o gpv'cn'uwf {0Lqwtpcn'qh'Gf wecvkqpcn'Ru{ej qmji {. '93\*7+.'868/8750'  
[ht p://dx.doi.org/10.1037/0022-0663.71.5.646](https://dx.doi.org/10.1037/0022-0663.71.5.646)

J co gto guj .'F 00'( 'Rctngt.'C0\*4227-0Dgcw{ 'kp'j g'encuutqqo <lpustwevtuø'r wæj tkwf g'cpf "

O gpi gn'HU'Ucwgtto cpp.'UO'(\ ¼kw'.W0\*423; +0I gpf gt'dku'lp'vgcej kpi 'gxcnvcvqpu0'  
." \*4+'7576788.'[ht ps://doi.org/10.1093/jeea/jvx057](https://doi.org/10.1093/jeea/jvx057)

P chwv'p.'F O 0'Y ctg.'LOGO'(\ 'F qppgm'.HC0Vj g'F qevqt'Hqz'rgewtg<C'r ctcf ki o 'qh'gf wecvkqpcn'  
ugf wecvkq0Lqwtpcn'qh'O gf kecn'Gf wecvkq'6: \*9-<852/70F QK10.1097/00001888-197307000-  
[00003](https://doi.org/10.1097/00001888-197307000-00003)

Tcf ej gpmq.P O\*4242+0Uwf gpv'gxcnvcvqpu'qh'vgcej kpi <Wpk lo gpukqpcrv\.'uwlgevxkv\.'cpf "  
dkcugu0 \*8+'76; /7880j wr <lf qkqti [10.1080/09645292.2020.1814997](https://doi.org/10.1080/09645292.2020.1814997)

Tqugp.'C0U0\*423: +0Eqttrv'qpu.'t gpf u'cpf 'r qv'pvcn'dkcugu'co qpi 'r wdrkn' "ceeguikng'y gd/  
dcugf "uwf gpv'gxcnvcvqpu'qh'vgcej kpi <c'rti g/uecn'uwf { "qh'TcvO { Rtqhguaqtu0qo "f cv0'  
." \*3+'536660'

[ht ps://doi.org/10.1080/02602938.2016.1276155](https://doi.org/10.1080/02602938.2016.1276155)

Ucpej gl.'E0C0'(\ 'Mj cp.'U0\*4238+0Kpvt wevt 'ceegpv'lp'qprkg'gf wecvkq'cpf 'vj gk'ghgev'qp"  
ngctpl'pi 'cpf 'cvkwf gu0 \*7+'6; 667240'

[ht ps://doi.org/10.1111/jcal.12149](https://doi.org/10.1111/jcal.12149)

Uko qpuqp.'U0T0'Gctn'D0'(\ 'Hct {\ 'O 0\*4244+'Guxdrkuj kpi 'c'htco gy qtn'ht'cuugu'kpi 'vgcej kpi "  
ghgev'xgpguu0E <4+'386/3: 20j wr <lf qkqti [10.1080/87567555.2021.1909528](https://doi.org/10.1080/87567555.2021.1909528)

Ur tkpmg.'LOG0\*422: +0Uwf gpv'r gtegr v'qpu'qh'ghgev'xgpguu'<cp'gzco kpcv'qp'qh'vj g'kphwpeg'qh"  
uwf gpv'dkcugu0 .'64\*4+'4: 8/



qpgu."õ'y j lej 'wug']UG\_'gxf gpeg'vq"-awo "wø'qwt'qxtcm'r gthqto cpeg'qt'wv'wu'vq'f gekf g'cdqw"  
qwt"cppwcn'lo gtr'c{.'r tqo qvqp.'cpf "vgpwtg0"J qy gxtg."UGU'ku'vj g'ukpi rg'v' r g'gxf gpeg'vj g'UW'  
hcewnt' j cpf dqm'it'gs wkt'g'hcewnt' "vq'kpenmf g'kp'c'vgpwtg'cpf 'r tqo qvqp'f quukt0"kp'cf f kkp." "  
o cp{ 'f gr ctwo gpw'tgs wkt'g'hcewnt' "vq'kpenmf g'qt'tghgt'gpeg"UGU'cu'r ctv'qh'vj g'cppwcn't'gxky " "  
rtqegu0"K'ku'cnuq'r tqdrgo cvk'vq'r tkxkpi g'UGU'dgecwug'qh'vj g'r qv'pvcn'dlcugu'vj cv'kphw'gpeg"  
vj go =vj gug'ctg'uwo o ctk'gf 'd{ "cpqj g'twdeqo o kwgg0""Vj gthqtg."UW'uj qwf "pqv'r tkxkpi g'UG"  
cu"qh'vj g'o quv'ko r qv'cpv'vqqu'hqt'gxcn'cvkpi "vgej kpi "Dgtm"4227="Ectr gpvgt."Y kj gtd{.'( " "  
Vcwdgt."4242="Uko qpuqp.'Gctn"( 'Htct{."4244="Uj cq.'Cpf gtuqp.'( 'P gy uqo g."4229="Uctm  
Y tqdrgy unk'Cj rgtkpi .( 'Dtkm"4229+0"Dgecwug'k'f qgu'pqv'uggo 'hgcukdrg'hqt'UW'vq'cdcpf qp"UGU"  
cnqi gj g't. 'vj ku'wdeqo o kwggá'uwo o ct{ 'y km'hqewu'qp'rkgtcwtg'vj cv'qh'htu'utcvgi kgu'hqt'3+" "  
tgf wv'kpi "vj g'y gki j v'qh'UGU'qt."cv'rgcuv."dgwgt'dcnc'pekpi "k'y kj "qvj g't'r quukdrg'hqto u'qh'gxf gpeg"  
hqt'gxcn'cvkpi "vgej kpi "g0 0"J qtpungkp."4239+"cpf "4+"i cvj g'tkpi "uwf gpv'gxcn'cvkqp'f cv'vj cv'  
dgwgt'tghrgevu'vj g'f kxgtug'wugu'qh"UG0Uwf kgu'tgeqo o gpf "uqo g""eqo o qp"gxcn'cvkqp'vqqu'vj cv'  
o ki j v'ugt'xg'cu'cngt'pcv'k'gu'qt'uw' r ngo gpw'vq'uwf gpv'gxcn'cvkqpu<ugrh/gxcn'cvkqp."cf o kpkut'cvkqp"  
gxcn'cvkqp."r ggt'gxcn'cvkqp."vgej kpi "r qt'v'hrkq."uwf gpv'k'p'vgt'xky u."enc'ut'qo "xkuku."cnwo pk"  
tcv'kpi u."go r m{ gtu)'tcv'kpi u"\*cpf "lqd'r gthqto cpeg'f cvc+"uej qm'ctuj kr "cev'k'k'kgu"\*dqj 'kp'v'gej kpi "



Nkng'Uko qpuqp.'Gctn'cpf'Htct{'.'ugxgtcn'qjy gt'tgugctej gtu'cuugtvgf 'vj cv'vj g'f go qputcvkqp"  
cpf "f'kuewukqp"qh'rgctplki "qweqo gu'o ki j v'r tqxkf g"o qtg'ceewtcvg'kphqto cvkqp'tgi ctf lpi "c"  
hcewmx 'o go dgt'v'gcej lpi "ghgevxgpguu0'Vq'vj ku'gpf.'.Cpf gtu'r tqr qugf 'wulpi **focus groups and  
role-play**'v'qunek'o qtg'ecpf kf "cpf "f'gwckgf 'tghgevxkpu'htqo 'uwf gpvu'cdqww'vj gk'tgctplki 'kp"c"  
eqwtug0'Dqtej .Uc'pf xqm'cpf'Tkuqt'cf xqecvgf "c'uko kct'v'r g'qh'vqqn'd{' 'uwi i gukpi 'vj cv'hcewmx "  
eqmcdqtcvg'y kj 'uwf gpvu'v'etgcvg"**dialogue-based evaluation methods.**"J qy gxgt.'vj g'Dqtej ."  
Uc'pf xqm'cpf'Tkuqt'tgugctej gf 'y cu'eqpf wevgf 'kp'P qty c{'.'cpf 'vj gk'r tqr qugf "o gj qf 'tcklugu"  
ko r qtwcpv's wguv'kpu'tgi ctf lpi 'vj g'tguqwtegu'pggf gf "v'gzgewg'k0'Ncuwx'.Uctm'Y tqdngy unk"  
Cj ngtlpi .'cpf'Dtkm'uwi i guv'vj cv'hcewmx 'eqpf wev'**pre- and post-assessments of students'  
knowledge of a course-related topic**'v'o gcuwtg'uwf gpv'rgctplki 0"

KKORggg'Qdugtxcv'kpu'Eqpegtpu'

Cnj qwi j 'ugxgtcn'qh'vj g'chqtgo gpv'kqpgf 'uwf lgu'cuugt'v'vj cv'r ggt'ucvgo gpvulqdugtxcv'kpu"  
cpf "emuu'tqqo 'xkuku'ecp'j grr "o kki cvg'vj g'dkcu'cpf "qjy gt'r tqdngy u'y kj 'uwf gpv'gxcwcv'kpu."  
Dgtm'tgxgcn'vj cv'o quv'hcewmx{'ctg'tgukucpv'v'vj go "dgecwug'vj gk'r qv'gpkcn'htq'dkcu.'wphcktpguu."  
cpf 'kpceewtce{0'Kpf ggf . 'vj gtg'ku'oeqpugpuwo'kp'cecf go kc'vj cv'or ggt'qdugtxcv'kqp'f'cvc'uj qwf "dg"  
wugf "ht'htqo cv'xg"]qt'f'gxgnr o gpcn'tcvj gt'vj cp'uwu o cv'xg'f'gekukpu0[ gv."o cp{'f'gr ctvo gpvu"  
cv'UW'tgs wktg'hcewmx 'v'kpenmf g'r ggt'qdugtxcv'kpu'lp'vj gk't'g'pwtg'cpf 'r tqo qv'kqp'cr r r'ecv'kqp0"  
Kpf ggf .UO 0I qif lpi "cpf'Rj kkr r'Mt'cgo gt's wguv'kqp'y j gjy gt'r ggt'qdugtxcv'kpu'ecp'kph'kpi g'qp"  
cecf go ke'ht'ggf qo =vj gthqtg.'qwt'uwdeqo o kwgg'o ki j v'tgs wguv'vj cv'vj g'Ugpcvg'Ceef go ke"  
Ht'ggf qo "cpf'Vg'pwtg'E'qwgf qo ! "UW'tgs wktg'hcew tggf cv'UW g

vj ku'lphto c'kqp="5+'eqo r ng'kpi "gxcn'c'kqpu'cv'o wnr rg'vko gu'yj tqwi j qw'yj g'ugo guvgt "vq'iko kv'yj g"  
 pgi c'kxg"gh'gev'qh'h'cwm' "o go qt { "dg'yj g"gpf "qh'ugo guvgt0**They also admit that all these  
 methods may not be able to solve the biases with student evaluations.** Vj g{ "uwi i guv'yj g"  
 hqmjy kpi "cngt'pc'kxgu'r ggt"gxcn'c'kqplqdugt'xc'kqpu="uwf gpv'k'pvt'x'kgy "d{ "cf o k'p'k'ut'c'v'qtu="v'gej kpi "  
 r qt'v'k'k'q'k'p'en'f kpi "q'p'g'u'v'gej kpi 'r j k'q'u'q'r j { ."u{ m'edk"gzco r ng'rgu'q'pu."cu'ki po gp'u."cpf "i t'cf kpi "  
 t'v'd't'le="hqmjy /w "cu'gu'uo gpv'cd'q'w'u'wf gp'u)'g'ct'p'k'pi "q'w'eqo gu'\*g'f 0'r g't'h'q'to c'peg'k'p'rc'vgt "  
 eqwtugu+

Uwo o ct { "qh'Tgeqo o gpf c'kqpu"

- o UW'j c'pf d'q'q'n'l'uj q'w'f "r'ku'v'c'x'ct'k'gv' "qh"g'x'k'f g'peg'h'qt 'h'c'w'm' "v'q'ej q'q'ug'h'q'o . 't'c'yj g't'yj c'p'"  
 t'g's w'k'l'k'pi 'ur g'ek'h'e'v'f r gu'0
- o V'f r gu'qh'g'x'k'f g'peg'uj q'w'f "k'p'en'f g'd'w'p'q'v'd'g'iko k'v'g'f "v'q'<"  
 u'g'h/g'x'c'n'c'k'q'p."
  - cf o k'p'k'ut'c'k'q'p"g'x'c'n'c'k'q'p."
  - h'c'w'm' "eqo o k'v'g'g'a'g'x'c'n'c'k'q'p
  - r ggt "g'x'c'n'c'k'q'p."



vgcej kpi 'y kj 'r tgór quv'ngctpkpi 'o gcuwtgu0  
. \*6+.'625/6370'

Washington State University:

[Teaching Portfolio | Office of the Provost | Washington State University \(wsu.edu\)](#)

Examples of Teaching Portfolios

[Examples of Teaching Portfolios | Faculty | Washington State University \(wsu.edu\)](#)

DePaul University – Teaching Commons

[Teaching Portfolios | Reflective Practice | Teaching Guides | Teaching Commons | DePaul University, Chicago](#)

Vanderbilt University



