

University of Washington
Faculty Council on Multicultural Affairs
December 12, 2019
2:30 – 4:00 p.m.
Odegaard Undergraduate Library 320

Meeting Synopsis:

1. Call to order
 2. Review of the minutes from October 3, 2019
 3. Chair's report
 4. Review draft summary for proposed Class A legislation regarding statement of contributions to diversity
 5. Teaching evaluation task force update
 6. Good of the order
 7. Adjourn
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1. Call to order

The meeting was called to order at 2:35 p.m.

2. Review of the minutes from October 3, 2019

The minutes from October 3, 2019 were approved as written.

3. Chair's report

Williams, the chair, discussed the contributions to diversity statement with various stakeholders. The chair shared that the stakeholders were supportive of the statement, but hesitant to require it for promotion. The council amended the proposal to remove mention of promotion and voted to approve the proposal.

The chair will draft rationale for Class A legislation and invited members to submit examples of proposed statements.

The chair also mentioned that the Faculty Council on Faculty Affairs will propose Class A legislation that would convert Lecturer titles to Teaching Professor titles. This would only impact current full-time, competitively hired Lecturers, Senior and Principal Lecturers and part-time Senior Lecturers. The chair asked the council to review the legislation after it is available to the Faculty Senate in the winter quarter.

4. Review draft summary for proposed Class A legislation regarding statement of contributions to diversity

This agenda item was discussed during the Chair's report.

5. Teaching evaluation task force update

Andrea Otanez provided a written update regarding the teaching evaluation task force (Exhibit 2 & 3)

The council will request additional information regarding implicit bias and specifically how it will be addressed (including best practices). The council will invite members of the task force to a future council meeting.

6. Good of the order

Nothing was stated.

7. Adjourn

The meeting was adjourned at 3:45 p.m.

Minutes by Lauren Hatchett, lehatch@uw.edu, council analyst

Present: **Faculty Code Section 21-61 A:** Brenda Williams (chair), Xuegang Jeff Ban, Branden Born, Gautham Reddy, Pietro Paparella, Yoriko Kozuki
Faculty Code Section 21-61 B: Leyla Salmassi, Jessica Jerrit

Absent: **Faculty Code Section 21-61 A:** Andrea Otanez, Michael Spencer
Faculty Code Section 21-61 B: N/A
President's designee: Chad Allen

Exhibits

Exhibit 1 – Teaching evaluation task force update.pdf

Exhibit 2 – Evaluations Task Force Dec. 3.pdf

Lauren Hatchett

From: Andrea Otáñez <aotanez@uw.edu>
Sent: Tuesday, December 3, 2019 12:27 PM
To: Brenda E. Williams
Cc: Lauren Hatchett
Subject: Re: FCMA meeting 11/7 - CANCELED
Attachments: Evaluations Task Force Dec. 3.pdf

Hi Brenda and Lauren

Please feel free to share this agenda from the meeting today of the Evaluations Task Force. This was our first meeting since last spring, which we held shortly after the open forums with the universities who have been through the process of redoing their evaluation process.

This agenda shows where things stand, the upshot being that the chair and members of the task forces will be scheduling small meetings next quarter around the campus. The goal is to make this process collaborative and open. The questions for the campus meetings posed on this agenda are not at all final--they are just ideas. The task force is going to be perfecting the questions in the next month or so before the meetings begin.

If anyone is interested, this site is collection of research and approaches to teaching evaluation <http://www.teval.net/resources.html>. Our task force is going to be combing through this to find models and ideas that we think can work on our campuses. We won't be asserting these, but we will be hopefully finding approaches that can work without any of us having to completely reinvent the wheel.

Overall, the three key components to consider in any teaching evaluation models we come up with: student voice, peer evaluation, teacher self-evaluation.

Please let me know what questions you have before the next FCMA meeting.

Thank you!

Andrea

On Tue, Dec 3, 2019 at 11:30 AM Brenda E. Williams <brenda3@uw.edu> wrote:

Hi Andrea,

Please wait because I think, after multiple meetings with campus leadership, that the council may want to amend our proposal. Will report back from those meetings at the next FCMA meeting and then we can figure out next steps.

Best,

Brenda

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From: Andrea Otáñez <aotanez@uw.edu>
Sent: Tuesday, December 3, 2019 11:24:43 AM
To: Lauren Hatchett <lehatch@uw.edu>; Brenda E. Williams <brenda3@uw.edu>
Subject: Re: FCMA meeting 11/7 - CANCELED

Hi Brenda

I won't be able to attend the meeting next week. Many apologies!

Question: Do you want us to be sharing these notes with our faculty / departments, or do you want us to wait?

Thank you!

On Wed, Nov 6, 2019 at 4:22 PM Lauren Hatchett <lehatch@uw.edu> wrote:

FCMA members and guests,

Due to a scheduling conflict, we need to **cancel** tomorrow's FCMA meeting. Brenda asked me to share a draft summary and talking points regarding the proposed statement of diversity contributions (see attached). She will also provide an executive report detailing meetings she has had with leadership regarding the contributions to diversity proposal. Please review and provide feedback/comments to Brenda.

The next FCMA meeting is December 12, 2019 from 2:30 p.m. – 4:00 p.m. in Odegaard Undergraduate Library 320.

Best,

Lauren

LAUREN HATCHETT

Faculty Council Analyst

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Senate Task Force on Evaluation of Teaching Agenda 12.03.19

1. Discuss/determine work plan for Winter and Spring 2020
2. Discuss/determine committee membership and schedule of meetings

1. Work plan (proposed)

A. Guiding principles

- a. We recognize that challenges abound with typical approaches (i.e., combinations of end-of-term surveys of students and periodic peer reviews) to the evaluation of teaching:
 - i. Highly susceptible to implicit and explicit bias
 - ii. Largely orthogonal to the improvement of teaching
 - iii. Severely disconnected from the advancement of student learning
 - iv. Lacks meaning (at best) and fairness (at worst) in merit and promotion reviews of academic personnel
- b. We accept that the UW is not immune to these challenges and, therefore, we view our work as a task force not to commission studies or to create venues for litigation of them but to be oriented toward generating ideas and proposals for improvement
- c. We recognize that we must be mindful of the differential impact of any given policy/practice based on campus, college/school/department/program, appointment type/status/rank, field/discipline, identity (e.g., race, gender)

B. Listening tour (Winter 2020)

- a. Jason and Robin set up meetings with the Elected Faculty Council of each college and school
 - i. Each meeting attended by either Jason or Robin plus one member of the task force (college/school alignment a plus but not required)
 - ii. Pose set of questions and document responses
 1. What are your practices for peer review?
 2. What are your approaches to student evaluations?
 - a. IA system or alternative or both?
 - b. Frequency?

- c. Who sees and when?
 - d. Agency?
 3. What other practices do you engage in the evaluation of teaching? What “gems” are in play here that others ought to learn about?
 4. What is working well for you in the current system? What should absolutely stay the same?
 5. What is not working well for you? What should absolutely change no matter what?
 6. What ideas do you have for improving policy around the evaluation of teaching?
 7. What ideas do you have for improving practice around the evaluation of teaching?
 - b. Task force meets to review notes and prepare for Spring 2020
- C. Town halls and further engagement with Senate leadership (Spring 2020)
- a. Host all-comers town halls to present syntheses of findings from listening tour and to present policy/practice ideas for consideration
 - b. Visit with relevant Faculty Councils to present syntheses of findings from listening tour and to present policy/practices ideas for consideration
- D. Construct memorandum including recommendations for policy/practice and next steps (early Summer 2020)
2. Membership and schedule of meetings