

**Project Title: Valuing People Through An Improved Process For Student Evaluation of Teaching (SET)**

AQIP Category: Valuing People

**1. Describe this Action Project's goal in 100 words or fewer**

Reporting to the Provost and the Faculty Senate, this action will establish a Student Evaluation of Teaching Committee to carry out the following activities: 1) develop a set of standard SET procedures, 2) create and validate a SET instrument, 3) create documents detailing the administration of the SET instrument, the acceptable uses of resulting data, and develop a framework for continued review of the instrument, 4) pilot the instrument, 5) openly document the progress and goals of the committee on-line for all faculty to observe and 6) establish procedures for the continued review of the SET instrument.

**2. Describe briefly your institution's reasons for taking on this Action Project now -- why the project and its goals are high among your current priorities:**

Student Evaluation of Teaching (SET) first emerged as a university concern in 2004 with the formation of a Faculty Senate Committee. This effort was followed by a School of Education committee in 2004-05, a School of Nursing committee in 2008, and a Curriculum Council of Faculty Senate SET Committee in 2009. Although all of these committees have worked hard to strengthen student evaluation of teaching processes, there is still considerable variation in these the form, content, administration, and use of SETs at SIUE. Faculty members across the various schools and colleges have expressed concerns about the ways SETs are carried out within their departments. Some faculty members are genuinely concerned about the disparate standards for evaluating effective teaching between individuals and/or departments. Likewise, faculty members have expressed concerns about using instruments that have not been validated. As an AQIP institution, SIUE seeks to identify opportunities for improvement and act upon them. The Higher Learning Commission has asked SIUE to take a more "scholarly approach" to assessment measures while demonstrating our commitment to "valuing people" by addressing concerns expressed by faculty. These factors make this project a priority for SIUE's continuous improvement efforts.

**3. List the organizational areas -- institutional departments, programs, divisions, or units -- most affected by or involved in this Action Project:**

This project will affect all tenure-track faculty within Academic Affairs who are teaching courses.

**4. Name and describe briefly the key organizational process(es) that you expect this Action Project to change or improve:**

A strengthened SET process will allow faculty to make better use of student data as they work to improve the quality of their teaching and to promote student learning outcomes. It will also improve the personnel evaluation system used by faculty to attain tenure and promotion, as SETs are commonly used as one measure of teaching *effectiveness*.

**5. Explain the rationale for the length of time planned for this Action Project (from kickoff to target completion):**

Based on the agreement with Faculty Senate, much of the work required to accomplish the six goals listed previously will occur in the '10-'11 academic year. Because the work needs approval from both the Provost and Faculty Senate, we envision a 1 ½ to 2 year process to develop a form, validate it, pilot test, review and revise policies, and to attain appropriate approval to make recommendations to university policy.

**6. Describe how you plan to monitor how successfully your efforts on this Action Project are progressing:**

We will monitor success by providing regular communication of our activities, accomplishments, and progress to the faculty. We will do so through a variety of mechanisms including regular updates via email, brown bag sessions, and periodic meetings with Faculty Senate. Regardless of outcome, the key to success for this project is to encourage faculty involvement and engagement in this discourse. Continuous improvement efforts will be supported by sustained faculty engagement with these issues. It is the charge of the committee to create structured opportunities for information sharing and to facilitate faculty input. Such opportunities include a website with discussion forum, regular email updates, brown bag discussions, liaison meetings, surveys of departments and faculty, etc.

**7. Describe the overall "outcome" measures or indicators that will tell you whether this Action Project has been a success or failure in achieving its goals:**

The outcome associated with the project relate to the accomplishment of the six goals of the project listed above. The results of this process will be shared with the Provost and Faculty Senate, at which time a decision can be made as to the full-scale implementation of a campus-wide SET program and the adoption of revised policies regarding use and administration. Because the use of a standard validated end of the semester course evaluation form is controversial, success will not be measured by the adoption of a university-wide standard SET instrument. Project success may be determined by the broader awareness and consistent application of university policy regarding SET administration and use. As this project is designed to value people, SIUE is committed to listening to faculty and being responsive to their needs. Policy recommendations and decisions that emerge from this project should integrate faculty perspectives and attend to the concerns that arise during the outreach efforts.