



April 13, 2020

To: Dylan Rodríguez, Chair  
Riverside Division

From: David Nelson, Chair   
Ad Hoc Committee on Evaluation of Teaching

Re: [Campus Review] Consultation: Consideration of Proposal for Suspension of iEval  
for Spring 2020

The Ad Hoc Committee on Evaluation of Teaching discussed by email the proposal to suspend teaching evaluations. The consensus of the committee discussion was against the suspension of iEval.

Several committee members expressed the value that continuing with iEval would have for the improvement of online instruction methods as well as giving students a voice. However, there was also extensive discussion of the impacts that student evaluations during this highly atypical period might have on department- and university-level assessments of teaching effectiveness. A primary concern was that student evaluations of teaching may have a negative impact on merit and promotion reviews that is not justified given the very sudden and dramatic shift in instructional approaches that has been required of faculty. At the same time, it was recognized that some faculty may have exceptional success as instructors during this period and should have the ability to document this through the inclusion of student evaluations in their review files.

The committee considered the approaches that are being adopted by different UC campuses, and ultimately voted on three statements that were modified from those provided by UC Irvine. All ten official committee members voted.

The Ad Hoc Committee on Evaluation of Teaching voted strongly **in favor** (9 in favor, 1 opposed) of the following statement, which automatically excludes student evaluations of teaching for the affected period from merit and promotion consideration unless faculty choose to "**opt-in.**"

***Student Evaluations of Teaching:** Winter 2020 and Spring 2020 student evaluations of teaching for classes will be conducted by iEval but will be excluded from future review files unless an individual faculty member chooses to include them. Department reviews should not include or discuss student evaluations of teaching from these quarters unless the candidate requests their inclusion.*

In contrast, most of the committee voted **against** the following "**opt-out**" scenario (2 in favor, 6 opposed). Concerns were raised that making the inclusion of evaluations the default would imply that inclusion of evaluations as normal is the expected course of action and could weigh negatively against those faculty that choose to exclude them.

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The third statement received mixed responses (6 in favor, 3 opposed). Some committee members thought that it would be useful to remind faculty of their options for alternative forms of teaching evidence to iEval. However, others felt that this is unnecessary, as acceptable forms of teaching evidence, which do not include a Reflective Teaching Statement, are already described in APM210. The point was also raised that for many faculty an absence of teaching evaluations for one quarter amongst several quarters in the review file should not pose a problem for assessing their overall history of teaching performance.

***Evidence of Teaching:** Two kinds of teaching evidence are still required for promotion and tenure reviews. A Reflective Teaching Statement is often most helpful, especially when faculty want to explain circumstances that may have impacted their teaching plans. Other non-exclusive examples of acceptable teaching evidence include peer reviews, syllabi, or teaching materials.*