# Academic Responsibilities and Procedures

## Student Perception of Teaching

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| **Original** |
| Affirming that the instruction of students is the first purpose of the University and the prime responsibility of every faculty member, the University requires that all faculty members provide students in their classes with the opportunity to formally evaluate instruction in accordance with established procedures.  Such evaluation provides beneficial information to the faculty member for the continued improvement of instruction and provides one measure of a faculty member’s performance for decisions concerning promotion, tenure and merit salary increases. The evaluation of all part-time and full-time faculty will occur each semester. Requests for formal course evaluations to be conducted outside of the normal course evaluation period and which are to be used for the evaluation of faculty job performance and continuation must be approved by the Chief Academic Officer. |

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| **Proposed New Wording\*** |
| Affirming that the instruction of students is the first purpose of the University and the prime responsibility of every faculty member, the University requires that all faculty members provide students in their classes with the opportunity to express their perceptions of teaching in accordance with established procedures.  Such feedback provides useful information to the faculty member for the continued improvement of instruction. SPOT surveys of all classes taught by part-time and full-time faculty will occur each semester, unless the class is exempt from SPOTs due to other university policies. Requests for SPOTs to be conducted outside of the normal course survey period must be approved by the Chief Academic Officer. |

### **Justification for Changes**

Reference to student “evaluations” are being changed to student “perceptions of teaching” to better reflect the nature of the SPOT survey.

Also, wording that states SPOTs are required for faculty evaluation of teaching are removed to reflect the Faculty Senate resolution on the Appropriate Use of SPOTs, passed in November 2019, which states, “*SPOT data should not be used by colleges or departments in consequential decisions, such as annual review, tenure and promotion, or merit pay*.”

\*A detailed comparison of changes to the original language vs. the proposed new language is found on the next page.

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## Compare Original with Proposed Changes

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| **Original (words in red to be deleted)** | **Proposed New Wording in blue** |
| Affirming that the instruction of students is the first purpose of the University and the prime responsibility of every faculty member, the University requires that all faculty members provide students in their classes with the opportunity to formally evaluate instruction in accordance with established procedures.  Such evaluation provides beneficial information to the faculty member for the continued improvement of instruction and provides one measure of a faculty member’s performance for decisions concerning promotion, tenure and merit salary increases. The evaluation of all part-time and full-time faculty will occur each semester.  Requests for formal course evaluations to be conducted outside of the normal course evaluation period and which are to be used for the evaluation of faculty job performance and continuation must be approved by the Chief Academic Officer. | Affirming that the instruction of students is the first purpose of the University and the prime responsibility of every faculty member, the University requires that all faculty members provide students in their classes with the opportunity to express their perceptions of teaching in accordance with established procedures.  Such feedback provides useful information to the faculty member for the continued improvement of instruction.  SPOT surveys of all classes taught by part-time and full-time faculty will occur each semester, unless the class is exempt from SPOTs due to other university policies.  Requests for SPOTs to be conducted outside of the normal course survey period must be approved by the Chief Academic Officer. |

# Faculty Appointment, Reappointment and Promotion Policy

## I. General Criteria

### A. Teaching

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| **Original Wording** | **Proposed New Wording in blue** |
| The instruction of students is the first purpose of the University and the prime responsibility of every faculty member. Therefore, Texas Christian University expects each member of the faculty to have knowledge of his or her subject commensurate with the teaching assignment, to maintain awareness of developments in his or her discipline, and to communicate to students both knowledge of and interest in his or her discipline. The faculty member should encourage students in responsible and careful inquiry, in appreciation of the interrelation of various disciplines, and in recognition of the uses of learning and the value of the educated mind. The University affirms that teaching effectiveness can be assessed; the procedures and results of such assessment to be a part of considerations for reappointment and promotion.  Add 🡪 | The instruction of students is the first purpose of the University and the prime responsibility of every faculty member. Therefore, Texas Christian University expects each member of the faculty to have knowledge of his or her subject commensurate with the teaching assignment, to maintain awareness of developments in his or her discipline, and to communicate to students both knowledge of and interest in his or her discipline. The faculty member should encourage students in responsible and careful inquiry, in appreciation of the interrelation of various disciplines, and in recognition of the uses of learning and the value of the educated mind. The University affirms that teaching effectiveness can be assessed; the procedures and results of such assessment to be a part of considerations for reappointment and promotion.  Faculty teaching should be assessed holistically, incorporating at least three measures. The use of Student Perceptions of Teaching (SPOT) data is not required for this assessment. If SPOT data are used, they must be part of a balanced assessment process and constitute no more than one third of the total weight of all assessment measures. Thus, SPOT data can never be used as the primary means for assessing faculty in consequential decisions such as annual review, tenure and promotion, or merit pay. |

### **Justification for Addition**

This statement implements the recommendations contained in the white paper, “On the Evaluation of TCU Faculty Teaching,” endorsed by the Faculty Senate in 2011.

This statement also clarifies that SPOTs *can* be used as a part of faculty evaluation, but are not a required measure. If SPOT data are used for faculty evaluation, they should be part of a broader, balanced evaluation that contains a total of at least 3 measures.