Article 12
Student Evaluation of Learning and Teaching
(University, January 27, 2017)

12.1 During the 2014-2015 academic year and in the Summer Semester, 2015, all Members of the Bargaining Unit shall be evaluated in each teaching semester and at least once each academic year in each different course taught they teach using an online University Student Evaluation of Instruction form approved by the University and the AAUP-WSU. Such agreed upon forms are the only instruments for the University to collect solicited anonymous student feedback on the individual teaching performance of a Bargaining Unit Faculty Member to be used for annual evaluation, promotion and tenure or any other matter pertaining to terms and conditions of employment.

12.1.1 For untenured Bargaining Unit Faculty Members, all information from these evaluations will be sent made available to the individual Member, to the Member’s Department Chair, to the Department Chair or Director of the program that offers the course, to the Member’s Dean, and to any Bargaining Unit Faculty Members charged with the Member’s peer review of teaching (Section 10.4.4.1.1) or progress toward tenure. As needed, the information will also be made available to those who have a need to know the information for purposes of promotion or tenure, discipline, or other actions.

12.1.2 For tenured Bargaining Unit Faculty Members, all numerical information from these evaluations will be sent to the Member only, and the comments portion of the form will be sent to the Member’s Department Chair.

12.1.3 In Sections 12.1.1 and 12.1.2, for Members with joint appointments, the Department Chair refers to the Member’s “primary” department as defined in Section 11.1.

12.1.4 When a Member teaches a course outside the Member’s department (meaning “primary” department for Members with joint appointments), information specified in Sections 12.1.1 and 12.1.2 will be sent first to the Chair of the department (or Director of the program) that offers the course, who reviews the information and then forwards it to the Chair of the Member’s department, who reviews the information and arranges for it to be maintained pursuant to Section 13.3.1.

12.2 The Bargaining Unit Faculty Member shall not comment upon the evaluation, administer it, be present during its administration, collect evaluations from students, or return evaluations to the department or college office.

12.2.1 Absent extraordinary circumstances, a student evaluation of instruction form will be administered no earlier than the last week of class; or at the end of the unit of instruction for Bargaining Unit Faculty in the School of Medicine or other team taught classes.
12.21 To the extent permitted by law, Deans, Department Chairs and Bargaining Unit Faculty will restrict access to student evaluation forms to those persons who have a need to view the information.

12.1.3 Bargaining Unit Faculty Members will cooperate with the University in an effort to ensure (1) that the students in all their courses are given access to the appropriate evaluation forms and (2) the faculty are able to access the students’ responses within a reasonable period following each semester. Toward that end, Members will notify their department chair of any errors or discrepancies (1) within ten business days of receiving from the University a list of their courses to be evaluated that semester or (2) no later than twenty business days following the end of each semester. No student worker will be assigned to type comments from the forms if she or he is enrolled in a class taught by a faculty member from that department.

12.2 Bargaining Unit Faculty Members may encourage their students to complete the evaluations thoroughly and specifically, but they shall not otherwise comment upon the evaluation or in any way attempt to influence the students’ responses.

12.3 Should a Bargaining Unit Faculty Member believe that there are compelling reasons why an evaluation of a specific course in a given semester should not be considered in evaluative decisions, he or she may submit a written request for exclusion to the Department Chair. The Chair shall respond to this request in writing. Both this request and the Chair’s written response shall be appended to the Member’s annual evaluation.

12.4 The Student Evaluation forms used to evaluate Bargaining Unit Faculty Members during the life of this Agreement shall be as follows:

- Untenured TET Assistant Professors faculty who began their probationary periods at Wright State before January 1, 2016 shall be evaluated in each course they teach by an online version of the standard classroom or the online class version of the Student Evaluation of Instruction form that was in effect Fall Semester 2014. The provisions of Sections 12.6 through 12.6.2 shall apply to the evaluations of these probationary Members.

- All other Bargaining Unit Faculty Members will be evaluated using the online standard classroom form or the online distance learning form that were introduced in Fall Semester 2015 or an online clinical experience form to be developed by the parties for use beginning in Fall Semester 2016.

12.6.1 Any modification of the Student Evaluation of Instruction forms identified in Section 12.4 or introduction of new forms shall be approved by both the University and the AAUP-WSU.

12.7 The Department will maintain the Student Evaluation of Instruction forms or transcribed comments and all quantitative reports received by the Department Chair during at least the past seven years for every Bargaining Unit Faculty Member. (Section 13.3.1)
12.6 During their probationary period, the untenured TET Members who began their probationary period before January 1, 2016 will continue to be evaluated by the Student Evaluation forms that contain both numerical information and student comments.

12.6.1 The University and the AAUP-WSU recognize that student evaluations of teaching are important indicators of teaching effectiveness, but numerical scores from these evaluations alone neither confirm nor deny an individual’s effectiveness. Thus, the Chair shall consider additional factors besides such numerical scores in evaluating the Bargaining Unit Faculty Member’s teaching of these untenured Members.

12.4 Low numerical scores or scores that are below college or department averages do not confirm ineffective teaching. Additional measures are needed to determine the Bargaining Unit Faculty Member’s teaching effectiveness.

12.4.2 High numerical scores or scores above college or department averages do not confirm effective teaching. Additional measures are needed to determine the Bargaining Unit Faculty Member’s teaching effectiveness.

12.6.2 The University may compute average numerical scores from student evaluations on a department, program, college, or University basis. However, such averages should not reveal the scores of any individual tenured Bargaining Unit Faculty Member.

12.8 Beginning Fall Semester, 2015, all tenured Members of the Bargaining Unit shall be evaluated in each course they teach with an online Student Evaluation of Instruction form to be developed by the AAUP-WSU and the University.

12.8.1 The online form will include short answer questions about the Member’s teaching effectiveness and will not solicit numerical information about the Member’s teaching.

12.8.2 Results from the online Student Evaluation will be made available to the individual Member, to the Chairs and Directors identified in Section 12.1.4, to the Member’s Dean, and to any Bargaining Unit Faculty Members charged with the Member’s peer review of teaching (Section 10.4.1.1.1) or progress toward tenure.

12.8.3 The AAUP-WSU and the University agree that the provisions of Sections 12.8-12.8.2 are experimental, and the University has the right to return at any time to the form and procedures in use prior to Fall 2014 and as set forth in Sections 12.1-12.6.

12.8.4 If the online evaluation form and procedures described in Sections 12.8-12.8.2 are successful, the University and the AAUP-WSU anticipate extending their use to all Bargaining Unit Faculty and agree to consider such possibilities during negotiations for a successor Agreement in 2017.