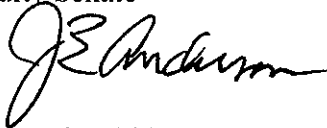




TO: Dr. Andrew Wright, President
University Assembly and Faculty Senate

FROM: Joel E. Anderson, Chancellor 

RE: Faculty Senate Legislation, December 2015, FS_2015_35

DATE: January 7, 2016

This is to notify you and to confirm that I am disapproving the legislation referenced above. My concerns are these statements in the legislation:

“The results of programmatic assessment shall not [be] used in annual reviews.” (This statement appears twice.)

“The results of programmatic assessment shall not be used in promotion and tenure.”

I understand that “programmatic assessment” is aimed at curricular improvement. However, the language is capable of misunderstanding and misapplication.

First, I would argue that any part of employees’ work, any expectation or responsibility, should be subject to evaluation—whether faculty or staff, full-time or part-time.

Here are two examples that illustrate my concern:

What if a faculty member refused to participate in programmatic assessment? That person could appeal to the quoted language and say non-participation was, per policy, irrelevant in promotion and tenure evaluations. That is not acceptable.

What if the programmatic assessment of a declining, under-enrolled program, indicated a weak program? Such information would be relevant to the department and the university’s decisions regarding a long-term, tenured, employment commitment to a faculty member who was not going to be needed. The quoted language could be said to disallow consideration of such information because it was somehow derived from programmatic assessment. That is not acceptable.

UNIVERSITY OF ARKANSAS AT LITTLE ROCK

TRANSMITTAL OF FACULTY SENATE LEGISLATION

(Faculty Senate legislation is to be submitted to the chancellor to approve or disapprove within *ten calendar days* of the Faculty Senate action. The chancellor may approve or veto any Faculty Senate legislation within a period from the *eleventh through the twenty-fifth calendar day* after such action has been presented, unless the Assembly has been petitioned to amend or rescind the Faculty Senate legislation. In the latter case, the chancellor's approval or veto shall be made no later than fifteen calendar days after the Assembly has voted on and failed to approve a motion to amend or rescind a legislative action of the Faculty Senate. The chancellor shall provide written reasons for a veto to the Faculty Senate.)

To the Chancellor of the University of Arkansas at Little Rock:

The following resolution/legislation passed the UALR Faculty Senate on December 11, 2015.

Motion FS_2015_35. (recommended by the Council on Core Curriculum and Policies and brought by the Executive Committee) majority vote at one meeting, no second required.

Whereas the assessment of student learning outcomes begins with the educational goals of the core, and

Whereas assessment of the core is a faculty-led, faculty-driven process for the benefit of achieving UALR's educational mission, and

Whereas any single measure of student learning should be part of a larger holistic assessment plan, and

Whereas cooperation between administration, faculty, and staff is expected, and

Whereas participation in assessment is a critical component of university service,

Therefore be it resolved that section B. 1, second paragraph, of the Annual Review policy, passed on 4/20/1990, be modified as follows:

Teaching is defined in terms of providing for student learning in a variety of ways, including, **but not limited to**, classroom or clinical instruction; team teaching; supervision of independent study or research; thesis or dissertation supervision; multi-disciplinary teaching activities; student advisement; course preparation; curriculum design, ~~and~~ development, **evidence-based changes from programmatic assessment, and** use of creative teaching strategies and technologies, **etc.** Evidence used to evaluate teaching generally includes student evaluations, peer evaluation, self-evaluation, and other materials. **The results of programmatic assessment shall not be used in annual reviews.**

And be it further resolved that section B.3 of the Annual Review policy, passed on 4/20/1990, be modified as follows:

Service shall be evaluated in terms of service to the public, the university, or the profession and may include activities such as discipline-related community service, work on college or university committees, department service, administrative service, recruitment, **programmatic assessment**, in-service education, working with professional organizations, and participation in professional meetings. The University has identified public service as an important objective. **The results of programmatic assessment shall not be used in annual reviews.**

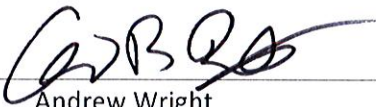
And be it further resolved that 1.C in the Promotion and Tenure guidelines be modified as follows:

Examples of such service include, but are not limited to, membership and leadership of unit committees or task forces; advising student organizations; involvement in faculty governance; coordination of programs, labs, and technical support; **programmatic assessment**; and recruitment.

And be it further resolved that "2. Policies for Promotion and Tenure," 5th paragraph in the Promotion

and Tenure guidelines be modified as follows:

Decisions on promotion and tenure shall not be based on lifestyle, political affiliations, or religious convictions. **The results of programmatic assessment shall not be used in promotion and tenure.**

Signature  (Faculty Senate President) Date 12/16/2015
Andrew Wright

Received in chancellor's office on RECEIVED DEC 16 2015 (date)

Chancellor's Action:

APPROVED

DISAPPROVED

(reasons to be attached)

Chancellor's Signature, 

Joel Anderson

Date 1-7-16