

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 after the Assembly review period. The chancellor may approve or disapprove any Faculty Senate legislation within a period from the eleventh through the twenty-fifth calendar day after the Faculty Senate action has been presented to the Assembly, unless the Assembly has been petitioned to amend or rescind the Faculty Senate legislation. In the latter case, the chancellor's approval or disapproval 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 disapproval to the Faculty Senate.

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

The following legislation passed the UALR Faculty Senate on March 29, 2019.

FS_2019_10. Annual Review of Faculty Policy (approved 4/20/1993, modified by FS_2017_4, FS_2018_20, and FS_2019_2).

Be it resolved to modify the Annual Review of Faculty policy (403.3) (approved 4/20/1990, modified by FS_2017_4, FS_2018_20, and FS_2019_2.), item I.A.5 to limit the use of student evaluations of courses as the sole basis for evaluation of teaching as per the mark-up below (underline indicates addition, strikethrough indicates deletion);

I. Annual Faculty Review

An annual review of the performance of all full-time faculty members shall be made on the basis of assigned duties and according to criteria and procedures required herein.

The annual review of each faculty member shall provide the primary basis for the chairperson's recommendations relating to salary, promotion, granting of tenure, successive appointment, non-reappointment, post-tenure review, and dismissal. Furthermore, this review is to provide guidance and assistance to all faculty in their professional development and academic responsibilities in the areas of teaching, scholarly or creative activity, and service.

...

A. Procedures for Annual Faculty Evaluation

Detailed criteria and procedures for annual evaluation of faculty shall be recommended by the faculty and chairperson of each academic unit; these criteria and related procedures must be submitted to the dean or director, the Vice Chancellor and Provost, and the Chancellor for approval. All procedures for annual reviews adopted by each unit shall include provision for, and details for implementation of, the following:

...

5. Each academic unit shall establish procedures for S-student evaluation of teaching. The purpose of student evaluation of teaching is to provide students with a voice in curriculum development and implementation.

a. Student evaluations of teaching may not be the sole basis for evaluation of teaching.

- b. The items included in the instrument administered to students to evaluate teaching must be approved by the department, college, or university faculty.
- c. The data resulting from a faculty member's student evaluation of teaching must be made available to that faculty member in a timely manner and are confidential. These data may only be made available to those involved in performance evaluation (faculty member, chairperson, peer evaluation committee, promotion and tenure committee.).

Be it resolved to modify I.B of the same policy to reference the list of evidence, qualifying activities, and artifacts from the Promotion and Tenure policy (403.15) to be used in evaluating teaching, scholarly or creative activity, and service ; and

B. Criteria for Faculty Evaluation

...

Evidence, qualifying activities, and artifacts to be used in evaluating teaching, scholarly or creative activity, and service are defined in the Promotion and Tenure policy (403.15).

~~1. Evaluation of Teaching or Professional Performance~~

~~Teaching: Although difficult to evaluate, teaching performance must be given high priority. Important measures for good teaching are influence exerted on students and the mastery of the field.~~

~~Teaching is defined in terms of providing for student learning in a variety of ways, including 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, use of creative teaching strategies and technologies, etc. Evidence used to evaluate teaching generally include student evaluations, peer evaluations, self-evaluation, and other materials.~~

~~Professional Performance (In the case of faculty with non-teaching appointments): Evaluation may include but is not limited to evidence of the following: performance in the areas of professional responsibility and effectiveness in carrying out assigned duties; ability and willingness to accept additional responsibility and/or leadership; cooperation in dealing with personnel at all levels; efforts at self-improvement; innovations in program implementation; development of special projects, resource tools, and/or the use of creative techniques in the performance of duties; initiative and resourcefulness in solving unit problems; ability to communicate effectively orally and in writing. Evidence used to evaluate professional performance generally includes supervisors' evaluations, clientele evaluation, peer evaluation, self-evaluation, and other materials.~~

~~2. Evaluation of Scholarly or Creative Activities~~

~~Scholarly or creative activities are defined in terms of those activities and work products that contribute to the professional growth of the faculty member and the faculty member's academic discipline. Evidence used to evaluate scholarship may include research, academic publications, grants, contracts, papers presented at professional meetings, membership on editorial boards of professional journals, service as a manuscript referee, fellowship awards, and instruction materials preparation (textbooks,~~

~~video tapes, lab manuals, etc.). In fields where it is appropriate, performance, concerts, exhibitions, and other creative endeavors are considered under the rubric of scholarship. An essential element of judging scholarly or creative activities is peer review.~~

~~3. Evaluation of Academically related Service Activities~~

~~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, in-service education, working with professional organizations, and participation in professional meetings. The University has identified public service as an important objective.~~

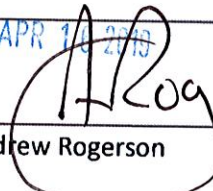
Be it further resolved that upon approval, implementation of changes to Policy 403.3 will be effective July 1, 2019.

Disseminated to University Assembly April 1, 2019 (date)

Faculty Senate President's Signature  Date 04/01/2019
Amanda Nolen

Received in chancellor's office on _____ (date)

Chancellor's Action:

APPROVED Chancellor's Signature  Date 4/17/19
Andrew Rogerson

DISAPPROVED Chancellor's Signature _____ Date _____
(reasons to be attached) Andrew Rogerson