

University of Puget Sound PSC Committee

Minutes for Monday, February 19 2018

Present: David Andresen, Denise Despres, Fred Hamel, Suzanne Holland, Amanda Mifflin, Andreas Madlung, Jennifer Neighbors, Kristine Bartanen

The meeting convened at 16:02

1. Presentation of review of Occupational Therapy guidelines.

A draft version of the departmental guidelines and procedures for faculty evaluations from the OT department were discussed. Several suggestions were made for clarifications of the document. The PSC will formulate a memo and send it to OT with the request for some changes to be made before approval of the document.

2. Continue discussion of potential changes/alternatives to the use of student evaluations in tenure and promotion decisions.

Background information on research regarding bias on teaching evaluations collected via the internet and from colleagues from the NW5 colleges were discussed. The currently used evaluations were described as “damaging and discriminatory” towards faculty, especially faculty of color and women.

Discussion was continued about avenues that could be taken to approach the problem. These included making changes to the evaluation form, reducing the stakes of the evaluation, and replacing student-written faculty evaluations with another method of assessing teaching.

The committee discussed what its next steps might be, especially given that the committee felt that the task of reorganizing course evaluations would require a large effort involving faculty from many disciplines as well as students. The PSC will meet with members of Committee on Diversity, including Chief Diversity Officer, Michael Benitez, at its next meeting.

3. Adjournment 17:00

Submitted by: Andreas Madlung