

Faculty Personnel Policies Council Agenda  
Meeting #10  
April 19, 2019

Present: Don Haviland, Grace Reynolds, Richard Marcus, Alan Colburn, Jalal Torabzadeh, Leslie Andersen

1. Approve agenda, minutes from last meeting.
  - a. Minutes and Agenda approved unanimously.
2. Announcements
  - a. Policy on Nepotism. President did not sign on advice of counsel.
  - b. Accessible technology. Increase in number of incidences of legal actions against higher education institutions for inaccessibility. Expected impact on instructional materials. May need to alter AT policies.
3. Policy on Faculty Awards (12-06) (Discussion about adding ORSP research impact and mentoring awards to existing policy)
  - a. Changed 5.0 from three to four awards.
  - b. Passed policy.
4. Open discussion on use of electronic SPOT forms
  - a. Consensus of findings: support for change from faculty, students, and administration but concern about process ("how do I do it"), content with change, change process, changes in language particularly for online vs face-to-face classes.
  - b. Recognition that there is a difference between electronic evaluation of face-to-face classes and electronic evaluation of online classes.
  - c. Lectures queried were not against it but there is anxiety because lecturers are not very involved in these decisions.
  - d. Proposal to address concerns for participation rates: do electronic SPOT in class in a manner parallel to the paper process.
  - e. Significant conversation on delivery mode vs evaluation instrument, the overuse of SPOT statistics and use of it as a single indicator without the scope of other indicators, concerns for inherent bias (eg women and minority faculty), faculty knowledge of statistics to report on SPOT, and consistency in the use of the data.
  - f. Committee: discussion is important but beyond the scope of this policy conversation. Conclude that support for electronic SPOT appears robust if concerns are mitigated. Support for having electronic SPOT in the classroom as a way to mitigate.