

**FACULTY EVALUATION COMMITTEE (FEC)  
ANNUAL REPORT  
2011/2012**

**MEMBERS**

Antoine Eche, Olive Fast, Bev Mathison, Halia Valladares Montemayor, Alain Morin, Verna Raab, Bob Uttl

**MANDATE**

The committee's mandate is described as follows: "The Committee shall recommend policy on pre-tenure, post-tenure, term certain and part-time evaluation, shall monitor the evaluation process, and shall provide information to Regular Members on evaluation. The Committee shall investigate and maintain current research information to inform its work and to enhance evaluation processes for all MRFA members."

**ACTIVITIES AND ACCOMPLISHMENTS**

**MRFA FEC SEI Faculty Survey**

The previous FEC surveyed faculty regarding SEIs. The response rate was much higher than expected and nearly all respondents provided many open ended comments on the MRU SEI process. A cursory reading of the comments revealed that faculty had many concerns about the SEIs. Accordingly, MRFA Executive requested that the FEC conducts quantitative content analysis of faculty responses to identify the issues of concerns to the faculty. A subgroup of the previous FEC -- Gary Koroluk, Halia Valladares Montemayor, Martin Haworth, Verna Raab, Bob Uttl -- and Alain Morin first developed a coding scheme, revised it several times, established coding reliability, and then coded over 1,400 comments. Bob then analyzed the data and the current FEC prepared a report for the MRFA Executive and members [Uttl, Eche, Fast, Mathison, Montemayor, Morin & Raab, 2011, *MRFA FEC Student Evaluation of Instruction (SEI) Survey*, [http://mrfa.net/files/MRFA\\_SEI\\_Survey\\_3.pdf](http://mrfa.net/files/MRFA_SEI_Survey_3.pdf)]. The report was presented to the membership at the MRFA General Meetings on November 30, 2011, and January, 30, 2012, as well as posted online for those unable to attend the meeting.

**MRFA FEC Review of SEI Literature and Practice**

The FEC has also reviewed the literature on SEIs as well as faculty teaching evaluation practices elsewhere with the goal of improving reliability and validity of SEI instrument itself, interpretation of SEI scores, and summative decisions based on SEI scores. The FEC has examined many sources including a recent review of SEI research and practice by Higher Education Quality Council of Ontario (Gravestock & Greenleaf, 2008), a recent meta-analysis investigating relationship between SEIs and student learning (Clayson, 2009), numerous research articles, CAUT recommendations, institutional practices (e.g., University of Victoria, University of Alberta), and some of the most well known SEI systems (e.g., IDEA, ETS SIR II). The 79 page review [Uttl, Eche, Fast, Mathison, Montemayor, Morin & Raab, 2011, *Student Evaluation of Instruction/Teaching (SEI/SET) Review*, [http://mrfa.net/files/MRFA\\_SEI\\_Review\\_v6.pdf](http://mrfa.net/files/MRFA_SEI_Review_v6.pdf)] was presented to the membership at the MRFA General Meetings on November 30, 2011, and on January 30, 2012, as well as posted online for those unable to attend the meetings.

## **Review of Online vs. Paper SEIs**

The FEC has reviewed the literature on and other universities experiences with online vs. paper (in class) SEIs. Based on the review, the FEC has recommended transition to the online SEIs.

## **MRFA Executive/FEC SEI Recommendations**

Based on the MRFA FEC SEI Survey results and the review of the literature and teaching evaluation practices, the FEC made a number of recommendations to the MRFA Executive. The FEC and MRFA Executive then distilled these into the MRFA SEI recommendations (MRFA, 2012, *MRFA Recommendations Regarding SEI Processes and Forms*, [http://mrfa.net/files/FEC\\_Recommendations\(1\).pdf](http://mrfa.net/files/FEC_Recommendations(1).pdf)). One more recommendation was added during the MRFA March General Meeting (the diversity considerations). The MRFA members then voted on these recommendations and passed all of them, with many of them endorsed by over 90% of the respondents (MRFA, 2012, *MRFA Recommendations Regarding SEI Processes and Forms*, [http://mrfa.net/files/MRFA\\_SEI\\_Recommendations.pdf](http://mrfa.net/files/MRFA_SEI_Recommendations.pdf)).

## **Other Activities**

The FEC has also met with the representatives from the Counselling Department and discussed possible changes to their evaluation forms.

Respectfully submitted,  
by Faculty Evaluation Committee