

Final Report from the Faculty Evaluation Steering Committee

After two years of work, the Faculty Evaluation Plan (FEP) was approved by 61% of the voting faculty members with 53% of the overall full-time teaching faculty voting. The vote closed at the end of the business day, September 12, 2008. Chris Cartwright, the Faculty Senate Chair, presented the FEP to the Executive Committee October 7, 2008 and received oral approval for the plan.

Though well received by the Executive Committee and Dr. DiCroce, the FEP was disapproved via email December 1, 2008 citing the need to comply with Section 3.6.1.2b of the VCCS Policy Manual. This section of VCCS Policy states that the college's faculty evaluation plan must be approved by "a majority of faculty." Additionally, according to information provided by Dr. DiCroce, only teaching faculty should vote on the proposed revisions to the full-time teaching Faculty Evaluation Plan. As the surveys used by the Faculty Evaluation Steering Committee included all teaching faculty, librarians, and counselors, it is impossible to determine the number who voted from each group. According to Dr. DiCroce, the college had 324 full-time teaching faculty as of December 1, 2008. Using this number, the FEP would have needed 163 affirmative votes to pass. The final vote collected by the Faculty Evaluation Steering Committee, had 187 total votes, with 115 people voting yes.

As Chair of the Faculty Evaluation Steering Committee, I recommend tabling this plan for the present. Unless there is a change in the VCCS Policy, or in its interpretation, it is unlikely that the plan would pass. Throughout the work of this committee, Institutional Effectiveness indicated a 40% response rate was acceptable. Including librarians and counselors, the FEP had a response rate just over 50%; there is no way to predict how their removal would impact future voting. Moreover, the current VCCS Policy would appear to allow those who do not vote at all undue influence. Until this policy is changed, time and effort spent on this plan will likely be wasted.

The FEP developed by this committee is top-notch, despite the disapproval. It is a product of which we can be proud despite the disapproval. I would like to thank all of the people who participated in the surveys and meetings over the past two years, the faculty members who have served on the committee, Beth Lunde, Jim Perkinson, and Brenda Sedlacek, each who served as non-voting members of the committee for 2008-2009. Lisa Kleiman, Curt Aasen, and Michael Bryan also provided invaluable assistance in this process.

Data which drove the decision-making on the FEP was collected primarily using Survey Monkey, paper votes, and meetings on each campus. Summary reports and raw data were submitted to the Secretary of the College Faculty Senate for storage. At this time, I motion the Faculty Senate table the FEP.

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Chair, Faculty Evaluation Steering Committee