

**FACULTY SENATE MINUTES**

Faculty Affairs. The Faculty Affairs Committee submitted a detailed report regarding the Faculty Evaluation (IDEA) Process. Based on this report, the following recommendations from the Committee were accepted by the full Senate:

- 1) The committee was happy to find that a common schedule has been developed for the application of the IDEA instrument on campus as this was a recommendation of the Faculty Affairs committee in the spring of 2005. However, while a schedule has been developed it is only communicated to departmental staff and administrators and not to the campus faculty who need the information in order to best schedule the evaluation. The committee request that an email be sent to the faculty prior to the first week of classes, indicating the IDEA schedule for the semester. It is our hope that this would allow for better planning on the part of the faculty, plus, alleviate some fear and tension for younger faculty.
  
- 2) During the fall 2007 semester, it was brought to the committee's attention that the IDEA system would be utilized for the evaluation of correspondence courses. Due to the asynchronous nature of correspondence courses, it should not use the instrument and should consider designing a specialized form to gather data on the instruction of the courses. Additionally, the system is being used to evaluate on-line courses, however, the return rate is extremely low and most of the questions do not adequately evaluate the medium. The committee recommends that a committee, headed by the director of the PACE office, be formed to study routes to gathering the data from on-line ctomneo study uęta0026 Tw.

director recommends weighting each class. The weighting process is currently being used by COBA because it provides for equity for each student response. The committee recommends that the campus adopt this process for all classes. The second concern arises from the disparity between the raw and the adjusted result scores. The committee determined that each individual college should determine which number to use, publicize the information early in the semester and consistently use it for evaluating each faculty member.

5) Finally, the practice of "team teaching" courses is growing in popularity at SHSU. Some faculty voiced concern about using IDEA in this environment for purposes of promotion and raises. At this time, the chair of the department in consultation with the faculty member determines how to facilitate the evaluative process for the class. The committee would recommend that the IR director be charged with establishing an instrument more suited for team taught courses.

In addition, the Senate voted unanimously to charge the University Faculty Evaluation Committee to address these specific recommendations (and this issue in general) and respond to the Senate by the September 2008 Faculty meeting.

The Faculty Affairs Committee also issued a report on Family Leave Care/Insurance Coverage. The report will be forwarded to the Department of Human Resources with two requests:

- 1) to clarify policy in terms of faculty use of leave
- 2) to investigate the possibility of adding family beyond spouse and children to a faculty member's insurance coverage

The Faculty Senate adjourned at 4:45 p.m.

Respectfully Submitted,  
Stacey Edmonson, Chair-elect