

Faculty evaluation and the practice of assessment

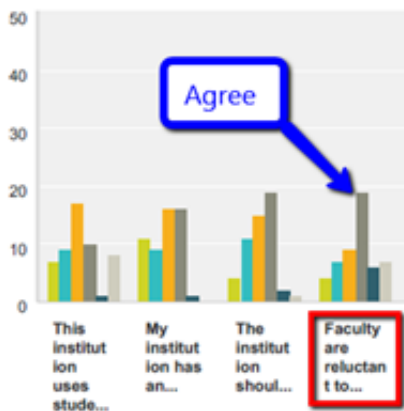
The Assessment Committee <tracdat@lssu.edu>

Wed, May 27, 2015 at 8:20 PM

To: LSSU Faculty <lssufaculty@lssu.edu>

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We all value student learning and achievement, and want our courses and programs to be effective in meeting the learning outcomes we set for them. The recent survey of faculty perceptions indicated a substantial percentage of the faculty expressed a “fear that assessment results will be used in evaluations.” The survey results for this question are captured in the chart below where the largest percentage of respondents indicated that they “agreed” with the prompt.



Faculty are reluctant to engage in student assessment for

fear that assessment results will be used in evaluations.

These fears, that low student performance itself, as measured by the course or program assessment findings, would negatively reflect on the faculty member’s evaluation, are unfounded. Paragraph 20.2 of the Faculty Agreement states:

Both parties agree that ongoing assessment is necessary and required for course and program improvement; as well as a required activity denoted by several accrediting agencies. Therefore, administration and faculty agree to work toward non-onerous assessment practices separate from evaluation. The content of the assessment will not be used in faculty evaluations; however the practice of assessment and the validity of the assessment process may be used in evaluating the performance of a faculty member.

If our concern for student learning and achievement leads us to find areas where we can do better, to help students do better, then we should not fear the process that will help us identify and change these areas. If the process of assessment leads to a conclusion that students are not achieving what we hoped, or that our goals and assessment practices are not meaningful, valid or useful even to us, then it is essential that we work to make changes, confident that our participation in the assessment process will be recognized as essential, impactful, and valued by our peers and by the university.

Thank you for your many efforts in support of our students.

6/12/2015

Lake Superior State University Mail - Faculty evaluation and the practice of assessment

The Shared Governance Assessment Committee
Supporting student learning and institutional effectiveness
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