

**Subject:** Recommendation on Policy Regarding Criteria for the Evaluation of Teaching

**Date:** Approved by the University Senate – April 17, 2019

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The University Senate Recommends that the number of students taught in any given semester (e.g., SSH, or SSH per TCH, or other, similar, quantitative measure) should be specifically excluded, by University policy, from the criteria used for evaluation of individual teaching practice for all faculty and instructional staff, including especially in the processes of reappointment, tenure, and promotion.

## **Rationale**

Enrollments in individual course sections are not determined by the respective instructors, and are driven by many factors beyond their control. Teaching assignments are not at the discretion, nor under the authority, of those assigned to specific courses and sections. Moreover, quantitative measures of enrollment have no bearing on the quality, nor the effectiveness, of an instructor's teaching practice.

Members of the Faculty under review for reappointment, tenure and/or promotion are not appropriate intermediaries to address issues related to increasing faculty impact on students (i.e., the quantity of students reached by instructors), nor in the management course enrollments. Consideration of the overall impact of instructors is properly addressed among the Provost, the relevant dean and chairperson/director directly.

Notwithstanding the above, the proposed Policy does not address the importance of overall enrollments in the sustainable operation of the University. Consideration of quantitative measures of teaching, and overall enrollments, are most appropriately addressed at the program or department level, among individuals invested with the authority to address those matters.