

Longwood University Faculty Senate
**PROPOSAL/POLICY COVER
SHEET**

This cover sheet is intended to provide information to members of the Faculty Senate about a new proposal/policy or about revisions to an existing proposal/policy. **If you are proposing a new policy, then attach the text of the policy to this form. If you are proposing a change to an existing policy, then attach the text of the current policy with any deleted language marked by a strikethrough and with new language marked by an underline. If you are deleting a policy, then attach the text of the policy to be deleted.**

COMMITTEE(S) that authored or sponsored this proposal:

Faculty Awards Committee

TOPIC:

Use of student evaluation data by the Faculty Awards Committee

BACKGROUND (Provide a brief statement describing the origins of this proposal, the nature of the problem it addresses, and the work completed to devise the proposal):

This proposal originated with a charge from the Faculty Senate Executive Committee to review recommendations by the Student Assessment of Instruction Ad Hoc Committee (SAI). In 2023, the SAI conducted a literature review and found that, “current evidence suggests that student evaluations do not measure teaching effectiveness and can result in discriminatory decision-making when used to evaluate faculty, including to recognize faculty achievements.” The Faculty Awards Committee has discussed these recommendations and collaboratively created this proposal.

SUMMARY OF NEW POLICY OR PROPOSED CHANGES OR DELETIONS TO AN EXISTING POLICY (Provide a brief list or statement describing the content of the policy or the proposed changes or deletions):

Currently, the Faculty Award Committee uses student evaluation data to make award decisions. In the nominations paragraph of FPPM Section V.E., student evaluation data is requested for five awards:

- Maria Bristow Starke Faculty Excellence Award
- Assistant Professor of Excellence Award
- Maude Glenn Raiford Teaching Award
- Maude Glenn Raiford Assistant Professor Teaching Award
- Innovation in Teaching Award

This policy removes the current language for these five awards, which requests: “student evaluations for the last two years from each class.” In lieu of this phrase, this policy requests, “supporting evidence of teaching excellence from the past two years. That evidence may include, but is not limited to, course syllabi and materials, letters of recommendation, and related scholarly work. These supporting documents should not exceed ten pages.”

RATIONALE FOR THE POLICY OR PROPOSED CHANGES (Provide a brief statement as to why the new policy, the changes, or the deletion is needed):

This policy is based on the Faculty Awards Committee’s discussions of the Student Assessment of Instruction Committee’s findings. We found their research to be compelling and share their stated aim of ensuring “a fair, equitable, and nondiscriminatory evaluation process for all faculty.”

Routing information and signature lines:

Date submitted to Senate Executive Committee for Consideration:

Action(s) Taken:

Date first read at Faculty Senate:

Action(s) Taken:

Date final action taken by Faculty Senate:

Action(s) Taken:

Senate Chair: _____

Date submitted to the PVPAA (within 5 working days of Senate approval):

Action(s) Taken:

PVPAA: _____

Date: _____

Date submitted to other administration:

Action(s) Taken:

Administrator: _____

Date (within 15 working days of PVPAA’s signature): _____

Date submitted to the Board of Visitors: