

**SAN JOSÉ STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSE, CA 95192**

Amendment C to University Policy F12-6, Evaluation of Effectiveness in Teaching for All Faculty

Legislative History:

At its meeting of October 7, 2019, the Academic Senate approved the following policy recommendation presented by Senator Peter for the Professional Standards Committee. Amendment C to University Policy F12-6 clarifies language regarding SOTES.

**Approved and signed by President
Mary A. Papazian on
December 2, 2019**

Resolved: That F12-6 be amended as shown in the strikeout and underline excerpts of policy.

Rationale: F12-6 is a lengthy and complex policy organizing all aspects of the evaluation of teaching by faculty. One portion of the policy concerns the administration of SOTEs (surveys of student opinion of teaching effectiveness) and within that segment there is a provision that allows faculty to exclude one course per year from their evaluations.

The CBA mandates that SOTES will figure prominently in the evaluation of faculty.

When policy moved SJSU from selective use of SOTEs to their universal use, there was a legitimate concern that fear of receiving the occasional “low SOTE” would discourage faculty from

7aU12 (T)5 u(r)7 (o)10 10 (al)6 (l)6 (nc)4 n.ulya lm 7aU1 (an)10 (Td [k5.32 Td []14 (

Policy Recommendation Evaluation in Effectiveness in Teaching For all Faculty

Effectiveness in teaching is the primary consideration in evaluating most faculty members' performance. (In the case of faculty who do not teach, or who teach rarely, some or all of the provisions of this policy may be waived by the appropriate college dean.) When evaluating effectiveness in teaching, chairs, committees, and administrators are required to conduct a holistic evaluation. This means that teaching must be considered in context and must be evaluated using multiple sources of information, such as direct observations, surveys of student opinion of teaching effectiveness (SOTES), course syllabi, and other teaching materials. The requirement to conduct a holistic evaluation of teaching applies to tenure/tenure track faculty as well as to lecturer faculty, and it applies to teaching whether it is conducted in regular or special sessions. The factors to be considered include the following categories:

....

C. Direct Observation by Peers. As one component of the evaluation of teaching, faculty will be observed by their peers. These direct observations are designed to evaluate teaching within the broad context of factors "A" and "B" cited above. Direct observations may consist of visits to the classroom, laboratory, or supervisory sessions. For courses with majority electronic or online content, direct observations will consist of peer observers experiencing the course content from the vantage-point of the students. Each faculty evaluation should include at least one direct observation, which may be made in either regular or special session classes.

....

