



- 1.0 Faculty shall continue to select courses for which SOTES will be collected according to current University policies and the CFA-CSU Agreement.

comparison for evaluating SOTE scores for a faculty member.

- 2) An appropriate academic unit, the department, will determine if universal SOTEs will be collected. Departments can vote to determine if they will participate in the norming process.
- 3) In the previous policy, there were issues concerning the personal SOTEs that were given to faculty but had not been previously selected for use in their RTP evaluations. Faculty wanted to use some of the personal SOTEs in their personal action file (dossier). In the proposed policy, faculty members will not have access to any SOTEs not selected for the use in RTP evaluations.
- 4) There was a concern about the confidentiality of SOTE results. No one outside the Office of Institutional Research will have access to SOTE surveys that are used only for norming purposes. The instructor's name and course designations will not be included in the SOTE instrument.
- 5) Departments who choose not to participate in the norming process will not receive baseline values for their departments.