SERB Presentation to the Academic Senate

Monday, September 25, 2006

Steven Lee

Andrea Whittaker

Steve Aquino

Context: SS-S05-6

"… SERB to continue exploring how to test the online system for effectiveness, maintain participation rates, ensure the secure administration along with identifying any changes in the SOTE form needed for administration online…"

"… that SERB monitor the development of the online system by the Institutional Research Office…"

Review of SERB progress -- Highlights for AY 2005-06

Reviewed research on online faculty evaluation systems

reviewed the literature (web-based and text sources)

consulted with Drs. Nira Hativa, Trav Johnson and Lynn Sorenson, national and international experts on faculty evaluation and online systems

participated in web-cast conferences on faculty evaluation

Review of SERB progress -- Highlights for AY 2005-06

Conducted Survey of SJSU faculty

- 436 surveys completed (21% return rate)
- 60% of faculty FAVOR online administration
- Positive Open-ended comments (13%)
  - Time: saves class time, reports ready quickly
  - Availability of mid semester "formative" feedback
  - General positive: "should have done this a long time ago"

Review of SERB progress -- Survey Results

87% of qualitative comments were negative

Validity: response rates, peer influences, representativeness of ratings (32.2%)

Criticism of SOTE and RTP processes (17.2%)

Security: hacking, multiple responses, privacy (15.4%)

Distrust of Students or Administration (10.5%)

Time (5.9%)

General negative comments (2.7%)

Technical: MySJSU problems (2.6%)

Access: availability of computers (< 1%)

Review of SERB progress -- Highlights for AY 2005-06

Initiated and monitored development of online version of SOTE

- Consulted with Dana Linder and Michael Ridgeway of Administrative Applications
- Provided feedback on initial format and interface
- Determined more time is needed for pilot (Institutional Research and Admin. Applications to work together)

Implications for Senate (and Campus at Large)

SERB is one small committee and essential tasks are beyond our charge…

- Climate change regarding faculty evaluation
- Need for multiple measures of faculty effectiveness
- Collaboration across Center for Faculty Development, Professional Standards, Academic Senate, Faculty Affairs and CFA

Next Steps II

Develop and implement a PR Campaign –
Maintaining/enhancing Response Rate

SOTE interpretation guidelines to RTP committees
(http://www.sjsu.edu/senate/2004Interguide.pdf)

Joint publication or presentation on SOTE interpretation
guidelines with CFA and CFD

Next Steps III

Refine analysis of faculty survey data

Develop and implement a survey on online SOTE for SJSU students

Update and enhance the SERB website:

www.sjsu.edu/SERB

Post presentations, town meeting video, and research links

Invitation to our SERB meetings – October 24th, November 20th, Dec 12th

Steven Lee- steven.lee@sjsu.edu- 4-2948

Please contact us with your interest in serving/ students/ nominations

SERB Current Members

Augus Maretno Harjoto, College of Business
Stuart Ho, ex officio, Institutional Research
Deborah Karpuk, College of Applied Sciences and Arts
Kenneth Kellum, College of Science
James Lee, College of Social Sciences
Steven Lee, Chair, College of Applied Sciences and Arts
Jennifer Madigan, College of Education
Sutee Sujitparapitaya, ex officio, Institutional Research
College of Engineering (Vacant)
College of Humanities & the Arts (Vacant)
Student Representative (Vacant)