



DATE: September 14, 2012

CALIFORNIA TO: Lynn Williams
STATE Chair, Academic Senate

UNIVERSITY,
FRESNO FROM: Mamta Rawat
Chair, Senate Personnel Committee

RE: APM 322 – Policy on Administrative Appointments

The Personnel Committee has reviewed the letter on potential changes to APM 322a, Guide to creating a departmental policy on assessment of teaching effectiveness” by Arthur Montejano, the President of CSU, Fresno Associated Students Incorporated (ASI), that was presented to the Academic Senate on September 10, 2012.

In the letter, Mr. Montejano indicates that he has “major concerns regarding the minimum number of sections evaluated” and that “teaching effectiveness may be compromised should a section fail to be evaluated”. Since 1998, student ratings have been administered according to Article 15. 14 in the old Collective Bargaining Agreements (CBA), on which APM 322a is based, which states:

“Written student questionnaire evaluations shall be required for all faculty unit employees who teach. A minimum of two (2) classes annually for each faculty unit employee shall have such written student evaluations. Student evaluations shall be conducted in classes representative of the faculty unit employee's teaching assignment.”

Mr. Montejano has expressed satisfaction with the quality of teaching, i.e. “continue to offer the same quality of instruction to all students...”, which has been evaluated in this manner since 2007. Since the goal is to continue to maintain the same quality of instruction, there is no basis for changing our policies requiring all classes to be evaluated. It should be noted that first, many departments go above and beyond the minimum required in the CBA and APM 322a; second, the selection of courses to be evaluated requires a collaboration between the Department Chair and faculty and thus students can approach the Chair if they feel a course should be evaluated although students are not involved in personnel decisions; and, third, teaching effectiveness is not evaluated on the basis of a student ratings in a single course but on trends in student ratings of courses taught by that one faculty for several years and other criteria, such as peer evaluations.

Regarding the issues surrounding the frequency of evaluation, APM 322a specifies a minimum of two classes annually must be evaluated. Further, student ratings of graduate classes are conducted exactly in the same manner with the same rating forms as undergraduate classes. Finally, please note that Department Policies on assessment of teaching effectiveness will be posted online by Faculty Affairs by the end of October.

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The Personnel Committee invites Mr. Montejano, as President of ASI, to appoint a student representative who can regularly attend meetings of the Personnel Committee, and thus provide a student voice in important policy discussions. If Mr. Montejano has other concerns about this policy, he can contact the Personnel Committee directly and the Personnel Committee will be happy to respond.