

**Minutes of the June 2006 Faculty Council Meeting**  
**Tuesday, June 6, 2006, 5 PM**  
**Hugh Hill Conference Room, R1-106**

**Officers Present:**

President - Fonda Davis Eyler  
Past-President - Daniel Driscoll

President Elect - David Paulus  
Treasurer - Sally Chesrown

**Department Representatives Present:**

Christy Carter - Aging  
Rebecca Pauly - Medicine  
Paul Reier - Neuroscience  
Sonal Tuli - Ophthalmology  
Tom Rowe - Pharmacology

Susan McGorray - Epidemiology  
Frank Bova - Neurosurgery  
Rodney Edwards - Ob/Gyn  
Sally Chesrown - Pediatrics  
Hideko Kasahara - Physiology

**Guest:**

Dorene D. Ross, Ed.D, Professor, College of Education

1. President Fonda Davis Eyler called the meeting to order at approximately 5:10pm.
2. Minutes for May 2006 were accepted with minor corrections/clarification.
3. Announcements, Reports, and Old Business:

- a. Treasury Report - Dr. Sally Chesrown, Treasurer

Current balance in savings is \$4,018.24 and in checking \$3,303.96  
All bills are paid except what may come from the Dean's Office.

- b. Dr. Chesrown (Treasurer) introduced [Dorene D. Ross](#), Ed.D, Professor, College of Education.

The Faculty Council has had several conversations about how the COM evaluates teaching. There have been concerns that the faculty evaluations of students are not anonymous, but the student evaluations of faculty are. And because of this, evaluation of faculty teaching tends to be a popularity contest rather than a valid evaluation. Some faculty members have said they do not give straightforward evaluations fearing retaliation by students in their evaluations.

The teaching evaluations are important not only in providing feedback to faculty but because they have direct influence on faculty attaining promotion & tenure. The COM promotion and tenure guidelines specifically state "in order to be promoted (at least to Associate Professor) your teaching evaluations, as a faculty member, must be at or above the mean of your department."

In light of these concerns, Dr. Chesrown contacted the Dean of the College of Education, who referred her to Dr. Ross. Dr. Ross has been at the University since 1979 and is in the School of Teaching and Learning. The FC invited her to discuss her experience and ideas on as well as the procedures for teaching

evaluations used by the College of Education with respect to their promotion & tenure guidelines.

- c. Dorene D. Ross, Ed.D. Professor, College of Education - [Teaching Performance Evaluations](#) (handout given)

In 1995 when President Lombardi reinforced the importance of teaching, with regards to promotion and tenure, Dr. Ross was appointed to the task force, which developed guidelines for the teaching portfolio to be used to evaluate the quality of teaching. Out of this a University-wide committee was established to develop guidelines for peer review, for those Colleges that wanted to engage in peer review. When the FC called Dr. Ross she updated references she had used at that point in time for this discussion.

Dr. Ross could not find any literature on the use of student evaluation in Medical education. All the research that she has seen on the use of student evaluation is related mostly to undergraduate education. There are some questions as to how applicable research which is related to undergraduate education would be to high-powered graduate education.

Please refer to handout (link listed above). All of the data (literature) cited is from undergraduate teaching.

Dr. Ross shared some of the policies and procedures used in the College of Education. For example, if a faculty has fewer than 7 students, there is no written evaluation done.

There are two peer evaluations required prior to tenure and the person who does the evaluation has to be jointly determined by you and the department chair. There's controversy among the faculty at the COE about whether or not peer evaluations should be done by a faculty member who is in the same subject area. In part, it has been argued that a faculty colleague in the same area would be better able to judge the quality of the content of what is presented.

However, she noted that there are a number of other factors that determine excellence in teaching in addition to the quality of the content. There are many faculty who argue that if the quality of your teaching content isn't good, then you shouldn't even be at the University of Florida. Peer evaluation also involves the reviewer attending an entire class and reviewing any of the instructional materials provided for students. Generally the peer reviewer will have a meeting with the faculty to be evaluated before the class to discuss what it is that the faculty member is trying to accomplish. If there is a desired outcome, that might also be reviewed.

Dr. Ross suggested that the FC contact a peer institution and ask them to send a copy of their Tenure & Promotion guidelines. That way we could see how similar medical colleges deal with the issue of teaching evaluations, perhaps identifying an institution with a slightly broader definition of the evaluation process. This investigation may be able to open up a conversation with the Dean comparing the COM to the way other comparable institutions deal with evaluation of teaching related to Tenure & Promotion guidelines. The FC mentioned that Dr. Shae Kosch might have already done some research in this area that could be updated for our use.

d. President Eyler - Elections

Dr. Eyler encouraged the Reps. to make sure that everyone has been elected and in place in the departments that need new Reps and new Senators. She announced that there is at least one nomination for each of the needed Faculty Council Officers. She will contact those who are nominated and ask them for a short statement for the electronic voting ballot.

Senators are still needed for the departments of Emergency Medicine, Neuroscience, Radiology and Urology. At the moment we only have four of the eight needed.

Three departments have had elections for FC Reps.; a couple more are meeting this week. There are still four outstanding.

Everyone should have gotten the list of those who have been appointed and elected to the T&P Committees.

4. New Business:

a. President Eyler - Award Presentation (this was done after the presentation by Dr. Ross)

Dr. Eyler presented Dr. Chesrown with a plaque of appreciation for her 3 years of serving as Treasurer of the Faculty Council.

Dr. Eyler expressed her appreciation to Dr. Driscoll for his mentorship during his tenure as President and as Past-President for the Faculty Council.

She also expressed excitement at the appointment of Dr. Paulus to President of the Faculty Council and conveyed her willingness to help, as Past-President, in anyway needed.

Dr. Eyler thanked all of the Faculty Council Representatives for their encouragement throughout the year and the work that they have done on behalf of the faculty.

Dr. Chesrown presented Dr. Eyler with a plaque of appreciation for her service as President of the Faculty Council.

b. President Eyler passed the gavel to President Paulus.

5. The meeting was adjourned at approximately 6:10 pm.

*Minutes recorded by Rachel L. Dotson, Office Assistant.*