

Date: March 5, 2009
To: Administrative Council
From: Grady Hendricks – Faculty Council President
Subject: Supervisors' evaluations of faculty

At its August, 2008 meeting, the Faculty Council discussed the current faculty evaluation process.

It is our hope that the evaluation process will have the maximum positive impact on the education of students here at Blinn. Ideally, the supervisor's evaluation would be a documentation of positive accomplishments and goals of the individual instructor. The supervisor and faculty member would have had ongoing discussions of strengths and weaknesses throughout the year. Hopefully any weaknesses would have been addressed and corrected in a timely manner and there would be no documentation necessary. This is true in a number of supervisor evaluations, however, the evaluation process does vary at Blinn College.

While comparisons of GPA and withdrawal rate to a course average do make for interesting statistics, the Faculty Council feels that including these statistics in the supervisor's evaluation of faculty runs a real risk of putting undesirable pressure on faculty to lower academic standards. Therefore, we feel that a better procedure might be to report this information in a separate document.

The Faculty Council voted unanimously to suggest that comparisons of GPA and W rate to a course average be omitted from the supervisor's evaluations of faculty.