

To: Joel Peralto, Chair Academic Senate
From: Sam Giordanengo & Renee Dela Cruz, co-Chairs Faculty Policy Committee
Date: March 10, 2015

RE: ACCJC Commission Requirement for evaluation of effectiveness in producing learning outcomes.

At the request of Joni Onishi, Vice Chancellor for Academic Affairs, the Faculty Policy Committee (FPC) has looked into addressing the concerns for Hawai'i Community College and the University of Hawai'i Community Colleges. The ACCJC Commission Requirement for both HawCC and UHCC is:

The Commission also requires Hawai'i Community College to demonstrate that it has adopted, implanted, and is adhering to the UH policy of faculty (full- and part-time) evaluations to include, as a component, effectiveness in producing learning outcomes (Standard III.A.1.C)

The VCAA is recommending that we insert a new question into eCafe: *“Student learning outcomes(s) for this course have been met.”*

It was also suggested that if that new question is not possible that two existing questions that eCafe already had could be used as **mandatory** questions:

712 – The instructor’s way of teaching assisted my learning.
714 – The instructor provided a good atmosphere for learning.

The Academic Senate was very clear at its January 2015 meeting that an eCafe solution to what the ACCJC was demanding was not a good solution as the suggested question assumes that the students fully understand what a “learning outcome” is and in fact have the knowledge to make such a judgment call. The two questions that are already in eCafe do not really address what the ACCJC is asking for.

The FPC recommends **not** altering the questions of eCafe for the purposes of meeting the ACCJC demands in Standard III.A.1.C.

With the help of Professor of Mathematics, Jill Savage who took the time to research the following option right after the January 2015 Senate meeting, the FPC recommends that the Administration Team use the tools it already has for evaluating full and part-time faculty.

The FPC believes that the University of Hawai'i Community Colleges 2014-2015 Operating Guidelines for Tenure and Promotion Review Committees (TPRC), UHCCP 9.203: Faculty Five-Year Review, and HAW 9.104: Evaluation of Lecturers provide adequate evidence to fulfill ACCJC- Standard III.A.1.C.

UHCC 2014-2015 Operating Guidelines for Tenure and Promotion Review Committees (TPRC)
Point 10:

In evaluation the application, the TPRC should base their decision on the expectations of faculty as described in the faculty classification document. ***The evidence provided should be multi-dimensional, that is, the evidence should include student assessments, peer assessments, student achievement, assessment of student learning outcomes, the applicant's own self-assessment, and prior evaluations and suggestions for improvement. In considering the assessment information, including assessment of learning outcomes, the emphasis should be on the applicant's use of the assessment results to improve their teaching and student learning outcomes, and their contribution to the broader college's improvement in student success.*** The expectation is that faculty are engaged in continuous improvement for themselves and their institution. There is no pre-defined quantitative expectation in assessment results at the individual student or individual class level. (emphasis added)

UHCCP 9.203: Faculty Five-Year Review Part III. Goals. (Paragraph 1)

All community college faculty members should strive for excellence in the performance of their primary responsibilities. ***Where appropriate, faculty members design measurable or observable learning outcomes and assess and provide evidence of student learning.*** Above all, faculty members work to improve student achievement and success. (emphasis added)

HAW 9.104: Evaluation of Lecturers. (Self-assessment, bullet point 5, point 1.)

- answers the following questions for each course taught:
 1. What strategies, methods, materials, assignments, and/or assessment activities did you use to achieve the course learning outcomes?

Conclusion:

All faculty must be reviewed every 5 years (more for part-time faculty) either for tenure, promotion or post-tenure review. Components for those reviews include faculty members assessing if students understand what the learning outcomes for the class are and how to improve student understanding. The FPC recommends the above policies be brought to the ACCJC's attention as evidence Hawai'i Community College is meeting the criteria for ACCJC- Standard III.A.1.C.