

The fifth meeting of the Committee of Six for the academic year 2019–2020 was called to order by President Martin in the president’s office at 1:45 P.M. on Wednesday, October 16, 2019. Present, in addition to the president, were Professors Basu, Goutte, Horton, Schmalzbauer, and Sims; Provost and Dean of the Faculty Epstein; and Associate Provost Tobin, recorder. Professor Brooks participated in the meeting via speaker phone. The majority of the meeting was devoted to personnel matters.

The committee reviewed a draft faculty meeting agenda for a meeting that the members agreed should take place on November 5. The members finalized a motion that would be brought forward to allow the faculty to vote on whether to retain the current system used for teaching evaluations for tenure-track faculty members, or to adopt a fully anonymous system. Members felt that the faculty should vote on the matter, as the Ad Hoc Committee for the Development of a Common Form to Evaluate Classroom Teaching recommended. (See [the report of the Ad Hoc Committee for the Development of a Common Form to Evaluate Classroom Teaching](#) (pages nine through eleven). After some conversation, the committee decided not to include in the motion the ad hoc committee’s language about retroactively removing the names of students from existing evaluations. As an overall matter, Professor Sims said that she is concerned about putting forward a motion that could change the tenure process in such a substantial way. She noted that the ad hoc committee did not reach consensus on this issue and that, in her view, the committee-of-the-whole discussion did not seem to indicate broad support for anonymity. The ad hoc committee report details the advantages of the current system of signed evaluations in terms of student accountability and protection of tenure-track faculty, Professor Sims pointed out. The report also cites research that anonymous course evaluations are significantly less positive for those faculty most vulnerable to bias, she noted. Most other members, while also opposed to moving to a fully anonymous system, felt that the faculty should decide this issue. The committee then voted one in favor and five opposed on the substance of the following motion and six in favor and zero opposed to forward it to the faculty:

Motion

That all end-of-semester teaching evaluations for tenure-track faculty members be made anonymous, beginning with courses taught in spring 2020, and that revisions be made to language within the common teaching evaluation form and within the *Faculty Handbook* at [III., D., 4.](#) and as [III., E., 4., a., 5.](#) ([The proposed revisions are shown in red online.](#))

The members agreed to finalize the faculty meeting agenda at their next meeting, following a conversation about the committee’s revised draft proposal for a policy to replace the college’s current policy regarding consensual sexual relationships between faculty members and students ([Faculty Handbook, \(IV., A., 3.\)](#)).

The meeting adjourned at 3:11 P.M.

Respectfully submitted,

Catherine Epstein
Provost and Dean of the Faculty