

HIGHER EDUCATION REFORMS

Actions at the Institutional or System Level

TRANSPARENCY

- I. Faculty Evaluations (Implement in the 2009 Spring Semester)
 - a. Institutions will conduct student evaluations of faculty for each course.
 - b. Evaluations will be tied to the faculty member (whether tenure/tenure track, lecturer, adjunct or graduate student) who is actually teaching the class, regardless of the instructor of record.
- II. Course Syllabus
 - a. Each course syllabus must be posted on the departmental or faculty web site by the registration period for the semester in which the course will be taught. (Must be available before spring registration for the 2009 Fall Semester)
 - b. On the first day of class, students must receive a course syllabus which contains all necessary elements of the course. (Immediate)

ACCOUNTABILITY

- III. Data Accessibility (No later than May 1, 2009)
 - a. On the departmental web site, institutions will incorporate three years' of information on each faculty member individually regarding the following:
 1. Salary and Benefit costs by academic year
 2. Number of students taught by academic year
 3. Average student evaluations scores by course
 4. Average percentage of A's and B's awarded by Class
 5. Articles published in National Peer Reviewed Journals by year
 6. Amount of Externally Funded research by year
 - b. Average SAT/ACT Scores and High School GPA for Graduates from each Degree program
 1. Average GRE/GMAT/MCAT/MDAT etc. for graduates from programs.
 2. Placement rates of graduates from Departmental program
 3. Starting salary for graduates from Departmental programs
- IV. Tenure Decisions (No later than June 1, 2009)
 - a. All tenure considerations must include a minimum average student evaluation score over a three-year period.
 - b. The Board of Regents will establish the minimum average score by college within each institution, after receiving recommendations from the institution(s).

INCENTIVES AND REWARDS (Plan designed by June 1, 2009, Implemented for 2009-2010 year)

- V. Teaching Excellence Awards
 - a. Institutions will provide financial rewards to at least the top 15% of teachers in our institutions based solely upon student evaluations.
 - b. All faculty; whether tenure/tenure track, lecturer, adjunct, or graduate student; are eligible.
 1. Participation in the program is voluntary.
 2. Only teachers who are teaching the class a minimum of 80% of the time are eligible.
 3. Only classes which have a minimum of 15 undergraduate students or 10 graduate students are eligible.
 4. The size of the reward should reflect the number of students in the course.