



The Joint Administration/Faculty Association  
Committee to consider University Financial Matters  
and to discuss and negotiate matters related to Terms  
and Conditions of Employment of Faculty

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## Statement on Use of the 2021 Student Experience Survey (SES)

December 7, 2021

The work of the [ad-hoc committee on student evaluation of teaching](#) in November 2019 revealed concerns with the way McMaster uses Student Evaluations of Teaching (SETs), now referred to as Student Experience Survey (SES), are used to assess teaching for merit, tenure and promotion. MUFA and the MacPherson Institute are partnering to develop evidence-based ways to prioritize teaching development, while also identifying ways of assessing student experience in courses.

The pandemic has affected a student's experience of their courses in ways that are beyond the instructors' control. Under the circumstances, 2021 SES data **should not be used** as an assessment tool for Career Progress/Merit (CP/M) by chairs and directors. Chairs and directors should not request the SES data from their faculty. Instructors may choose to include their reflection on student feedback in their Record of Activities. Evaluation of teaching should include, where appropriate, peer evaluations and awards, class size, course level, service versus program teaching, supervision of graduate students, and pedagogical innovations. Evaluation may also include information provided by a faculty member's Record of Activity in the section on the impact of COVID19 on teaching practice.

Student feedback should be used to inform an instructor's reflection on their teaching. Instructors should use this reflection to prepare a plan to develop their teaching practice. In assessing teaching performance, we should include both process (effort, reflection) and outcomes (do they offer and deliver a good course).

A handwritten signature in cursive script that reads "Susan Tighe".

Dr. Susan Tighe  
Provost and Vice-President Academic

A handwritten signature in cursive script that reads "Nicholas Kevlahan".

Dr. Nicholas Kevlahan  
President, MUFA