

LIFT Management Committee

To: Lisa Surman Haight, Executive Assistant - Office of the Provost and Faculty Governance Assistant

cc: Felix Ngassa Chair ECS/UAS

From: Paul Sicilian and M. Megan Woller-Skar, Co-Chairs LIFT-MC

Date: 16 April 2021

RE: LIFT-MC End of Year Report

The main achievement of the LIFT-MC in 20/21 was the review and report of the Challenge and Engagement Index (CEI, completed in December 2020).

During the winter semester 2021, the LIFT-MC met five times (January 20th, February 17th, March 17th, March 31st and April 14th). These meetings focused on related efforts of the FPPC and strategies for addressing potential bias in LIFT. The LIFT-MC attended the FPPC meeting on March 24th, to discuss their committee's draft recommendations for LIFT interpretation and usage at the University. After much discussion, LIFT-MC made a tentative plan for addressing bias. We began with a definition of bias, and its structure and started a detailed literature review of student evaluations of teaching (SETs) and bias. As a result of the literature review, the LIFT-MC finished the semester with a relatively clear plan for our work moving forward. A preliminary report on the most recent research on bias in SETs will be completed in Fall 2021. A full report including an analysis of LIFT data will be completed during the 21/22 academic year.

In addition, during the past semester the LIFT-MC worked with Institutional Analysis and ECS to refine our committee's membership. Philip Batty (Vice President for Institutional Analysis) was removed from LIFT-MC and the language regarding the Chair of the FTLC Advisory Committee was modified to allow for a designee. These changes were approved by the Office of the Provost on February 16th, 2021.

Finally, the LIFT-MC reviewed a request from the Seidman College of Business to access and analyze LIFT data. The LIFT-MC met with Dr. Sonia Dalmia from Economics, to consider the project and request in greater detail, and assess the potential benefits and consequences of the request. The LIFT-MC determined the request was appropriate, as long as the research was conducted in a way that preserved faculty anonymity.