EFC Meeting Minutes  
(Sept 20, 2012)  

Present: Professors J. Jessop, J. Kuhl, J. Lu, Thanos Papanicolaou, Associate Dean K. Hornbuckle

1. The meeting was called to order by Prof. Jessop at 1:00 PM.

2. Minutes of Sept 13\textsuperscript{th} meeting were reviewed, amended and approved.

3. Prof. Jessop initiated discussion of reports that were transmitted to her by Prof. Tonya Peeples that showed that teaching evaluations for under-represented faculty were typically lowers than for other faculty. For example, teachers of color and female faculty have historically received lower evaluations. EFC discussed this issue at length. EFC particularly considered the issue of how the existence of such biases can be effectively accounted for in faculty evaluations based on ACE forms. This is particularly acute given that ACE responses are low as it is and outliers play a strong role in ACE scores. The way in which this information can be effectively disseminated to faculty groups such as DCG was discussed. EFC arrived at the decision to discuss this issue in future meetings by combining it with the discussions that it intends to conduct on the issue of improving ACE effectiveness as a tool for faculty evaluation. The EFC also felt that it would be wise to invite informed representatives from the Provost’s office to advise on how to deal with the biases against under-represented faculty.

4. The charges for the P&T committee was discussed and amended.

5. The meeting adjourned at 2:00 PM.

Prepared by: H. S. Udaykumar