

Proposed FHB changes to the relevant sections on All-College Student Evaluations
Committee on Educational Policies and Planning (CEPP), March 23rd, 2026

FHB v. 2025-2026, Part Two, Article III, Section G.

G. Student Evaluations

1. *All-College Student Evaluations*

- a. All members of the Faculty will have their courses evaluated each term by students enrolled in their courses. The evaluation shall be administered in a uniform manner which protects confidentiality. Given confidentiality, individualized courses (e.g., independent studies, internships, and thesis or individual research courses) are exempt from having the All-College student evaluations administered. The Dean of the Faculty/Vice President for Academic Affairs will ~~provide the forms to each department~~ determine the form and manner of distribution of the All-College student evaluation forms.
 - b. ~~Each term, Department Chairs and Program Directors shall return~~ the completed evaluations shall return to the Dean of the Faculty/Vice President for Academic Affairs, who shall be responsible for processing the evaluations. The Dean of the Faculty/Vice President for Academic Affairs shall return the summaries to the Department Chairs and Program Directors for retention in department files.
 - c. Summaries shall be made available each term to the faculty being evaluated.
 - d. The ~~evaluations summaries~~ shall be available to the Associate Dean of the Faculty (faculty affairs), to the Dean of the Faculty/Vice President for Academic Affairs, and to the President for their examination during consideration of reappointment, tenure, promotions, or salary advancement. In addition, the evaluations shall be available to ATC and PC for its examination during consideration for reappointment, promotions, or tenure.
 - e. Faculty members have a right to receive fair and honest evaluations. A faculty member who feels this right has been violated may pursue the matter through any of several channels (Department Chair, Program Director, Dean of the Faculty/Vice President for Academic Affairs, CAFR, etc.) that seem appropriate to the particular case.
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Related FHB sections (no suggested changes at this time).

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2. *Departmental Student Evaluations*

Student evaluations administered by departments or programs are required for all lecture, discussion, laboratory, and studio courses. At the discretion of the instructor, departmental evaluation forms may also be used to evaluate independent studies, internships, and thesis or individual research courses. These evaluations should be administered in such a way as to ensure validity, responsibility, and where possible, confidentiality. (See CBA, Article XXIV, 5.)

- a. Validity shall mean that the methods each department may devise for its own needs be likely to produce nearly complete returns from each class.
- b. Responsibility shall mean that students sign the essay evaluation forms they fill out, and that no anonymous evaluation essay be accepted. Although signatures must be separated from the completed forms before they are shown to the faculty member concerned, or kept confidential in some other fashion, some record of who wrote a given essay must be established.
- c. Confidentiality shall mean that no faculty member shall learn the name of the student who wrote a given essay evaluation for one of their own courses. If, on the other hand, allegations suggesting unprofessional conduct appear in a student evaluation, the Department Chair or CAFR may seek to interview the student to determine whether further review is warranted.

The CBA Article XXIV Section 4 “Student Ratings” reads:

Unit members will receive student ratings each semester, as assessed by the department and/or the College and following the terms and procedures detailed in the Skidmore Faculty Handbook. Because student ratings are used in the evaluation of a unit member, unit members have a right to receive fair and honest student ratings. Student ratings will not be used as the sole indicator for determining teaching effectiveness.