



# Bargaining Bulletin #9

*'SET Arbitration at Ryerson U'*

*September 17, 2019*

The bargaining proposal approved at the DCFA Faculty General Meeting on November 26 included the objective of improving how probationary faculty are evaluated. This proposal is presented in the general meeting minutes of that date, and Bargaining Bulletin #3.

All bargaining bulletins can be found at [www.dcfca.ca](http://www.dcfca.ca)

The importance of improving how probationary faculty are evaluated was emphasized by a recent arbitration that did not go in favour of the DCFA. The matter involved a probationary faculty member who was denied a regular appointment on the basis of student evaluations, even though all of the peer evaluations were positive. The DCFA position has been that the collective agreement requires a balance of evaluations: student, peer, administrator, and self. Interestingly, the College uses a balanced approach, called the 360 Degree Evaluation, to evaluate administrators. Apparently, what is good for the goose is not good for the gander.

The Ryerson Faculty Association council presented significant evidence on the efficacy of using student evaluations for summative purposes. The expert reports provided by Dr. Philp B. Stark<sup>1</sup> and Dr. Richard Freishtat<sup>2</sup> offered compelling evidence that student evaluations do not provide reliable information for evaluating faculty. The arbitrator agreed, and found in favour of the faculty association.

The following URL links to the decision by William Kaplan, the arbitrator in the matter regarding the use of Student Evaluations of Teaching (SET) between Ryerson University and the Ryerson University Faculty Association. <https://www.canlii.org/en/on/onla/doc/2018/2018canlii58446/2018canlii58446.html>

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<sup>1</sup> Expert Report on Student Evaluations of Teaching by Philip B. Stark, 2016 RFA & OCUFA, [https://ocufa.on.ca/assets/RFA.v.Ryerson\\_Stark.Expert.Report.2016.pdf?utm\\_source=OCUFA+Report&utm\\_campaign=7bb120ce70-EMAIL\\_CAMPAIGN\\_2018\\_07\\_12\\_01\\_15&utm\\_medium=email&utm\\_term=0\\_458512323c-7bb120ce70-&mc\\_cid=7bb120ce70&mc\\_eid=%5BUNIQID%5D](https://ocufa.on.ca/assets/RFA.v.Ryerson_Stark.Expert.Report.2016.pdf?utm_source=OCUFA+Report&utm_campaign=7bb120ce70-EMAIL_CAMPAIGN_2018_07_12_01_15&utm_medium=email&utm_term=0_458512323c-7bb120ce70-&mc_cid=7bb120ce70&mc_eid=%5BUNIQID%5D)

<sup>2</sup> Expert Report on Student Evaluations of Teaching by Richard Freishtat, 2016 RFA & OCUFA, [https://ocufa.on.ca/assets/RFA.v.Ryerson\\_Freishtat.Expert.Supplemental.Reports\\_2016.2018.pdf?utm\\_source=OCUFA+Report&utm\\_campaign=7bb120ce70-EMAIL\\_CAMPAIGN\\_2018\\_07\\_12\\_01\\_15&utm\\_medium=email&utm\\_term=0\\_458512323c-7bb120ce70-&mc\\_cid=7bb120ce70&mc\\_eid=%5BUNIQID%5D](https://ocufa.on.ca/assets/RFA.v.Ryerson_Freishtat.Expert.Supplemental.Reports_2016.2018.pdf?utm_source=OCUFA+Report&utm_campaign=7bb120ce70-EMAIL_CAMPAIGN_2018_07_12_01_15&utm_medium=email&utm_term=0_458512323c-7bb120ce70-&mc_cid=7bb120ce70&mc_eid=%5BUNIQID%5D)