

**Status of Motions From September 27-29, 2007, Annual Meeting  
Joint Committee on Standards for Educational Evaluation**

Item	Action	Motion/Action
1	No further action required	Move to approve the agenda. ( <i>Shulha: passed</i> )
2	No further action required	Move to approve the 2006 minutes. ( <i>Yarbrough: passed</i> )
3	No further action required	Move to approve the financial report. ( <i>Caruthers: passed</i> )
4	No further action required	Move to accept the committee reports ( <i>Yarbrough: passed</i> ) <a href="#">Annual Chair Report</a> <a href="#">Subcommittee Reports</a>
5	No further action required	Move that the statement on diversity be adopted. ( <i>Johnson: passed</i> )
6	No further action required	Move to accept the personnel evaluation standards statements and move forward with the ANSI approval process. ( <i>Yarbrough: passed</i> ) (These standards statements were considered individually, and changes can be found on the attached page.)
7	No further action required	Move that the Executive Committee appoint a work group to examine and integrate all suggestions and amendments to the body of the personnel evaluation standards at their discretion, providing periodic feedback to the Joint Committee members. ( <i>Yarbrough: passed</i> )
8	Work group to respond accordingly	Move that the work group obtain the review and suggestions regarding diversity and/or cultural competence issues for the case studies, consider them, and send a written response to the Joint Committee regarding what changes were incorporated. ( <i>Johnson: passed</i> )
9	No further action required	Move to confirm continuation of <i>The Student Evaluation Standards</i> for the next five years. ( <i>Yarbrough: passed</i> )
10	No further action required	Move that the 2008 Joint Committee meeting be held from September 25-27, 2008, in or around Washington, DC. ( <i>Shulha: passed</i> )
11	No further action required	Move that <i>The Program Evaluation Standards</i> be affirmed for another two years. ( <i>Shulha: passed</i> )

12	No further action required	Move that the current slate of associate members (Jeff Grann, Edith Gummer, Rodney Hopson, Barbara Howard, Don Klinger, Jack Sanders, Todd Rogers, Elaine Van Melle, Neil Vadeboncoeur) and an additional associate, Amy Germuth, be invited to serve on the Research Forum Committee for the 2007-08 year. ( <i>Shulha: passed</i> )
13	No further action required	Move that Steve Henry be nominated to replace Elmima Johnson on the executive committee. ( <i>Shulha: passed</i> ) Moved that nominations be closed. ( <i>Caruthers: passed</i> )
14	To be voted on at 2008 annual meeting	Move that the executive committee be empowered to put forward the plan for the student evaluation standards revision. The plan will be shared with the entire JCSEE via e-mail and will be voted on at next year's annual meeting. ( <i>Yarbrough: passed</i> )
15	Diversity statement to be added to revised <i>The Personnel Evaluation Standards</i>	Move that the diversity statement be placed in the back (appendices) of <i>The Personnel Evaluation Standards</i> book and become a part of every JCSEE public document. ( <i>Caruthers: passed</i> )
16	Diversity Committee to report back at the 2008 JCSEE annual meeting	Move that the implementation of the activities as stated in the diversity statement be monitored by the diversity subcommittee and reported back to the Joint Committee ( <i>Johnson: passed</i> )
17	Motion tabled until 2008 annual meeting	Move that all members request an annual membership fee of \$150 from their sponsoring organizations ( <i>Dorrington: tabled</i> )
18		Move to adjourn the meeting. ( <i>Braden: passed</i> )

The meeting adjourned on Saturday, September 29, at 12:15 p.m.

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name Richard Barbacane NAESP

Affirmative

Affirmative with comment:

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Negative with reason/comment:

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Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name Carrie L. Billy, American Indian Higher Education Consortium (Oct. 1, 2007)

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Affirmative

Affirmative with comment: *My phone line was disconnected during the discussion on the final standard, Accuracy (beginning midway through A3). However, I believe I participated in the overall discussion sufficiently to vote in the affirmative, and I do not believe that A4-A6 could have been changed so significantly as to result in a changed vote. Thank you for allowing me to participate by conference call.*

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Negative with reason/comment: \_\_\_\_\_

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Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name \_\_\_\_\_ Rolf Blank, CCSSO \_\_\_\_\_

Affirmative

Affirmative with comment:

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Negative with reason/comment:

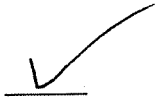
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Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name Jeff Braden



Affirmative

Affirmative with comment: \_\_\_\_\_

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Negative with reason/comment: \_\_\_\_\_

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Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name FLORA Caruthers

X

Affirmative

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\_\_\_\_\_ Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name Adeliane E. S. DORRINGTON

Affirmative

Affirmative with comment: \_\_\_\_\_  
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Negative with reason/comment: \_\_\_\_\_  
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Abstain



BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Paula Egelson

Name \_\_\_\_\_

X

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Affirmative

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Affirmative with comment: \_\_\_\_\_

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Negative with reason/comment: \_\_\_\_\_

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Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name                     *Ron Fuller*                    

                     Affirmative

                     Affirmative with comment: \_\_\_\_\_  
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                     Negative with reason/comment: \_\_\_\_\_  
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  *X*                     Abstain      *Due to new appointment to committee.*

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name Stephan A Henry (AERA)

Affirmative

Affirmative with comment: \_\_\_\_\_

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Negative with reason/comment: \_\_\_\_\_

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Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name           *Brigitte Maicher*          

           Affirmative

           Affirmative with comment:           *Excellent document*          

           Negative with reason/comment:           

           Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name Patricia Jo McDiuth



Affirmative

Affirmative with comment: \_\_\_\_\_

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Negative with reason/comment: \_\_\_\_\_

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Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name Kathy Playmert, NASP

X

Affirmative

Affirmative with comment: \_\_\_\_\_  
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Negative with reason/comment: \_\_\_\_\_  
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\_\_\_\_\_ Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name LYN SHULHA

Affirmative

Affirmative with comment: \_\_\_\_\_  
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Negative with reason/comment: \_\_\_\_\_  
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Abstain

BALLOT TO APPROVE  
THE REVISED PERSONNEL EVALUATION STANDARDS  
SEPTEMBER 2007

Name Don YARBROUGH

Affirmative

Affirmative with comment: will send suggested  
revisions (edits, etc.) on Monday

Negative with reason/comment: \_\_\_\_\_

Abstain



**From:** "Johnson, Elmima C." <ejohnson@nsf.gov>  
**To:** Arlen Gullickson <arlen.gullickson@wmich.edu>, Sally Veeder <sally.veede...>  
**Date:** 10/2/2007 3:42 PM  
**Subject:** AEA Vote on Personnel Standards

**CC:** Susan Kistler <susan@eval.org>, Hazel Symonette <symonette@bascom.wisc.edu>

BALLOT TO APPROVE  
 THE REVISED PERSONNEL EVALUATION STANDARDS  
 SEPTEMBER 2007

Name Elmima C. Johnson  
 \_\_\_\_\_ Affirmative

X\_\_\_\_\_ Affirmative with comment: Elmima Johnson, representing the American Evaluation Association, affirms the Personnel Evaluation Standards with the proviso that the following areas of concern be addressed:

- \* That the name and introductory material of the Personnel Standards book be revised to reflect its exclusive focus on educational personnel evaluation.
- \* That the case studies be revised to incorporate attention to cultural diversity factors in the discussion of case scenarios. The Diversity Review of the Personnel Standards Case Studies that was prepared by the Diversity Committee identifies (a) possible cases in which to incorporate a discussion of the ways that ethnicity, age, gender, culture, etc. may impact the evaluation process, and (b) ways in which an evaluator may respond to such factors. We seek neither to force considerations of culture into every case nor to relegate such issues to a single case that becomes the 'diversity' example, but rather to see diversity and culture incorporated where appropriate across the range of cases just as they come into play across evaluation contexts.
- \* That the Personnel Standards be revised to attend to issues of expectations and ethics. That is,

Expectations: P5 - Comprehensive Evaluation - It is incorrect to assume that all personnel have weaknesses that must be noted and addressed. (U6 offers a similar line of logic.) Revisions in the language of these and other standards with similar flaws were recommended in the group discussion.

Ethics and Relativism: P7 - Legal Viability provides no defense against unethical local laws or institutional policies. A5, A9 and A10 are further examples of standards that do not take into consideration the possibility that ethical practice may conflict with local personnel laws, standards, and/or policies. We ask that the issue of ethics, as an overriding concern that trumps laws and policies, be incorporated into the standards to clarify that should laws or policies be unethical, the evaluator should act in a way that is, first and foremost, ethically defensible. This includes identifying in the report

those laws and/or policies that may conflict with ethical practice and their impact on the outcome of the evaluation.

\_\_\_\_\_ Negative with reason/comment:

\_\_\_\_\_ Abstain