Bias in Student Evaluation of Teaching

How weighty are student evaluations in the promotion and tenure of a faculty member?

Is it ethical to remove student evaluations that are sexist, racist, homophobic, etc. why/why not?

Navigating the tenure and promotion process --- now we have individual guidance documents. what was lacking and how to align 2 years ago. Now being addressed over time?

Do students self-identify when they submit an evaluation? There are so few students of color in some majors, so I would guess not - but if we do, then it is not shared w/the prof

Does every faculty member negotiate how they will be evaluated upon hire, or each year? i.e. publish, advise, etc. or is there a baseline for all faculty?

What is the quantity of individuals who can help with the workload that is on the horizon?

Status Explanation:

🟢 **Active**: the recommendation is currently being worked on by university

🟣 **Completed**: Work on the recommendation has finished and all deliverables/tasks have been completed

🟤 **Merged**: The recommendation has been merged with a related recommendation or current university initiative for implementation and alignment

*Stage One: Emerging – At this stage, the campus is beginning to recognize diversity, inclusion and equity as strategic priorities and is building a campus wide constituency for the effort.

**Stage Two: Developing – At this stage, the campus is focused on ensuring the development of its institutional and individual capacity to sustain the diversity, inclusion in equity effort.

***Stage Three: Transforming – At this stage, the campus has fully institutionalized diversity, inclusion and equity into the fabric of its institution, and continues to assess its effort to ensure progress and sustainability.

This rubric should be viewed as only one assessment tool for determining the status of diversity, inclusion and equity institutionalization. Other indicators should also be observed and documented to ensure that JMU's effort to advance diversity on campus is conducted systematically and comprehensively.

Legend: Emerging (*), Developing (**), Transforming (***)

On the cusp between emerging and improving. Setting the foundation to allow more of the substantive change to unfold. Emerging - steepest and difficult to navigate

Thank you for doing this important work to create fairness

Thank you guys for being the change and inviting change!

Another way to learn more about the recommendation and continual feedback process https://www.jmu.edu/president/racial-equity/recommendations.shtml

This is serious in how we recruit and retain. Thank you for this presentation

Great that this effort is working with the College of Business to analyze data!!! Collaboration among faculty who represent diverse thinking and identity - international/gender/o

Wow - having the fate of a faculty member rest in a student eval seems like not a good idea - especially if the prof is underrepresent. Thank goodness for the faculty handbook

I can see so many bad biproducts of the old method. I.e. a prof being evaluated more harshly because english is their second language, and so many other examples

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