

Proposed Faculty Evaluation Questions (Demand 4)

Adopt the following two questions for use in end-of-course evaluations across all schools on a two-year trial basis. Research findings suggest that instructors who are women and/or from under-represented minority groups may be rated more harshly than instructors who are men and/or majority ethnic/racial groups. A two-year trial period would allow such bias to be formally examined.

- Until such bias is formally evaluated, these questions should be used for feedback only and not included in faculty review processes (e.g., merit increases, tenure, or promotion).

Question #1 – Faculty

Instructor was respectful of students regardless of race, color, religion, ethnic or national origin, gender, age, disability, sexual orientation, gender identity or expression, or veteran status.

Strongly Disagree	Moderately Disagree	Somewhat Disagree	Somewhat Agree	Moderately Agree	Strongly Agree
1	2	3	4	5	6

Comment:

Question #2 – Classroom Environment

Classroom environment was respectful and inclusive of students' diverse background and ideas.

Strongly Disagree	Moderately Disagree	Somewhat Disagree	Somewhat Agree	Moderately Agree	Strongly Agree
1	2	3	4	5	6

Comment:

Recommendation – Accountability

If adopted following the trial period, these questions would become part of existing review processes established by the schools and low scores would be addressed using established procedures. These could include formal coursework, workshops, peer training/mentoring, etc.

The CFDE Inclusive Pedagogy series is an existing resource for faculty and is available to address any concerns raised in evaluations.

Recommendation – Bias Incidents

Use existing Bias Incident Reporting process to address classroom incidents. This process engages the school Dean and/or the Provost's Office for incidents that involve faculty. Improvements in bias incident reporting were addressed in a separate demand.

To ensure students are aware of Bias Incident Reporting, include the following statement and website link on the course syllabus: "Emory University values open expression and vigorous debate in the context of civility and mutual respect for diverse individuals and communities. Yet bias incidents and expressions of discrimination directly affect our ability to know, trust, support, and learn from one another. Emory community members may report incidents of discrimination anonymously or confidentially through the bias incident report system at:

http://www.emory.edu/CAMPUS_LIFE/initiatives/programs_and_resources/birt.html"

Recommendation – Midterm Change

Encourage faculty to include a question in their midterm evaluations that addresses how well they are establishing a diverse and inclusive learning environment. This allows a midterm 'course correction' rather than allowing and difficulties to continue throughout the semester. It invites student feedback, can be incorporated into existing midterm evaluation approaches, and reinforces that we are a learning community.