



EVALUATING T&P CRITERIA IN DEPARTMENT OPERATING PAPERS THROUGH A DEI LENS

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Hidden and unintended biases lurk in our T&P processes....

Typical methods used to evaluate teaching, research, and service activities can be problematic, such as:

- evaluating teaching based on student evaluations of teaching (SET)
- evaluating research based on citations
- evaluating service based on number of committees or activities
- applying criteria inconsistently or adding criteria
- using undefined terms and vague criteria

All for equity, and equity for all!

What does the literature say?

Problem

- There are measurable gender and racial differences found in SET ratings and descriptors.
- Evaluation by citation metrics embeds biases. Collaborations are discounted.
- The allocation of and perception of the value of the service work differs by gender and ethnicity.
- There are known biases in the way recommendation letters are written.

Tool

- Use SETs for professional development. Evaluate a teaching portfolio.
- Consider measures of the impact of the research. Ask for role in collaborations.
- Use transparent rubric to measure quantity and quality. Use a service dashboard to make service assignments equitable.
- Provide specific guidance on what to include in a letter.

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Questions to consider...

- Do our requirements align with our University mission, vision, and values?
- What do we value in terms of quantity and quality?
- Do we require appropriate evidence for and reward what we value?
- Do we allow or encourage multiple forms of evidence?
- Do our requirements align with University requirements (<https://www.siue.edu/provost/fhb/7-16-10.shtml>)?
- How do we maintain consistency in our evaluations across time?

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Next steps for SIUE – what TIME is doing

We and our TIME colleagues are:

- putting together resources for departments to use to review for hidden and unintended biases in their
 - operating papers and/or T&P criteria
 - T&P processes
- planning professional development opportunities to assist with using those resources

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Next steps for SIUE – what you can do

Take this information and the information posted on the TIME website (and elsewhere on the worldwide web) to:

- begin reviewing your T&P guidelines and your processes
- ensure in your T&P committee evaluations you:
 - consider only the material in the dossier
 - consider only the criteria included in your guidelines
 - consider all of the criteria in your guidelines
 - keep the bar and definitions consistent
 - keep in mind the potential for bias and speak up if you see or hear bias

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We welcome your feedback on...

- types of resources that would be helpful (e.g., rubrics, checklists, a literature review)
- specific topics that you would like more information on
- preferred format for professional development (e.g., workshop, facilitated discussion, presentation)

Email us lbartel@siue.edu and smorgan@siue.edu.

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