

## **Minutes of the Professional Standards Committee – April 2, 2018**

Present: Suzanne Holland, David Andresen, Andreas Madlung, Fred Hamel, Amanda Mifflin (chair), Denise Despres, Jennifer Neighbors, and Renee Houston

M/S/P Minutes of the March 19, 2018 meeting

The PSC discussed the brevity of its recent minutes and decided that, for the purpose of recording the logic behind committee decisions, the PSC will record the flow of discussions in more detail moving forward (while still preserving the anonymity of individual committee members' comments).

The committee devoted the rest of the meeting to preparations for its presentation at the April 4 Faculty meeting.

A draft slide presentation was reviewed and revised by the committee. One committee member noted that we have much stronger evidence out of quantitative academic studies for the problem of gender bias than we do for other kinds of bias, because gender is a factor much more easily controlled for. Another committee member noted that our data for racial and ethnic bias is more qualitative in nature than quantitative, but we still have plenty of qualitative evidence. The committee agreed that the most important takeaways from the slide presentation should be that there is both strong evidence of the weaknesses of student evaluations of teaching (SET) as a method to reveal a professor's ability to teach effectively, and strong evidence of the presence of bias in the SET process.

The committee also reviewed another set of slides that cover possible solutions to the SET dilemma. These slides will be merged with the first set.

The committee decided that its goal in this first presentation will be to inform faculty of the issue, to raise a range of solutions, and to invite the faculty to consider the issues/solutions and be ready to discuss them further at the next faculty meeting (scheduled for April 25).

One committee member also suggested that the PSC ask the Faculty Senate to create an ad hoc committee on bias in SETs, rather than making that a formal motion at a faculty meeting.

The meeting adjourned at 5:20 PM.

Minutes recorded by Jennifer Neighbors and Fred Hamel