

by Kate Kitchens a year ago

# Critlib chat: validity of student evaluations on teaching



**Kate Kitchens**  
@Infinity\_Dots

Welcome to today's [#critlib](#) discussion on validity of student evals on teaching! I'll be your moderator. Plz introduce yourselves!



A YEAR AGO



**Kate Deibel**  
@metageeky

Hi [#critlib](#), I'm Kate from UW. Lib tech, not in classrooms before but have been a lecturer.  
[#critlib](#)



A YEAR AGO



**Christine M. Moeller**  
@christinemoe

Hi [#critlib](#)! I'm Christine, IL & Instruction Librarian at St. Norbert College.



A YEAR AGO



**Just Say No to trump**  
@LibrarianAngie

Hi [#critlib](#), I'm Angela from acad lib in GA



A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

Welcome everyone! Keep it up with the intros, for the sake of time I'll pose the first question  
[#critlib](#)



A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

Plz respond with A1, A2, A3 etc. & with the [#critlib](#) hashtag

A YEAR AGO



**sarah**  
@sarahkirkley

Hi, [#critlib](#)! 🙋 I'm Sarah, academic librarian in Atlanta. Will be popping in and out of discussion as I'm attending [#alamw17](#).

A YEAR AGO

Q1. In information literacy settings, do you perceive any bias towards you or coworkers? (in evals or face-to-face)



**Kate Deibel**  
@metageeky

A1 I was a lecturer in a CompSci department. It was interesting that many of my open ended evals criticized my appearance/fashion. [#critlib](#)

A YEAR AGO



**Kate Deibel**  
@metageeky

A1 At the same time, several female students were glad/inspired to have a woman teaching CS. [#critlib](#)

A YEAR AGO



**Kate Deibel**  
@metageeky

A1 When I was a TA and often the only woman one, I'd get a lot more traffic in my office hours than others [#critlib](#)

A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots


.@metageeky interesting to think about how a wardrobe could impact evals--I've gotten comments on my shoes in evals before... [#critlib](#)

A YEAR AGO



**Kate Deibel**  
@metageeky


@Infinity\_Dots Apparently, pointing up at a screen at one point, I showed a bit of my belly. Ewwwww. #critlib

 A YEAR AGO



**Kate Deibel**  
@metageeky

@Infinity\_Dots How do you address the inane changes in top lengths dictated by women's fashion in teaching evals? #critlib

 A YEAR AGO



**sarah**  
@sarahkirkley

A1 Definitely notice it for my disabled colleague #critlib

 A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots


.@metageeky I myself dress pretty androgynous, & think I come off as looking queer, & I can't tell what affect that has on my evals #critlib

 A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

.@sarahkirkley I'm sorry. :( could you share how that manifested in student evals or responses in classes? #critlib

 A YEAR AGO



**Charissa Powell**  
@CharissaAPowell

hi #critlib - late but happy about today's topic! I am an academic lib that does instruction and teaches a credit bearing course

 A YEAR AGO



**Christine M. Moeller**  
@christinemoe

A1: Noticed bias against colleagues who might not have strong technical skills. [#critlib](#)

A YEAR AGO

## Q2. How does this bias affect you or a coworker personally and professionally?



**Kate Deibel**  
@metageeky

A1/2: Another aspect I've seen is if the teacher is not fluent in English, has an accent, or stutters. [#critlib](#)

A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

I agree [@metageeky](#) ! Something I totally did not take into account!  [#critlib](#)

A YEAR AGO



**Charissa Powell**  
@CharissaAPowell

A1) I have experienced bias, based on my age. Get lots of questions about "did you graduate?" "have you done this before?" [#critlib](#) [twitter.com/Infinity\\_Dots/...](https://twitter.com/Infinity_Dots/)

A YEAR AGO



**sarah**  
@sarahkirkley

[@Infinity\\_Dots](#) Unwilling to follow along and complete activities during info lit sessions, giggling, etc. 😞 [#critlib](#)

A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots


Thank you [@christinemoe](#) I think that's a big hurdle. I accidentally made it known that I was clueless about Instagram in a class.. [#critlib](#)

A YEAR AGO



**Christine M. Moeller**  
@christinemoe


A2: The impact often involves disengagement, whispering, not taking things seriously. [#critlib](#)

 A YEAR AGO



**Kate Deibel**  
@metageeky

[@CharissaAPowell](#) Oh gawd! Yes! I look a lot younger than I am. I swear I should carry around my dissertation to prove I have a PhD. [#critlib](#)

 A YEAR AGO



**Carolyn C. G.**  
@ccaffgardner


hi [#critlib](#) - I'm late but excited for today's topic. I am an academic lib that does instruction and coordinates our IL program

 A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

Yeah I've noticed students' comments on confidence & maybe they think that's a result of lack of confidence? I don't [@metageeky](#) [#critlib](#)

 A YEAR AGO



**Christine M. Moeller**  
@christinemoe

[@Infinity\\_Dots](#) Do you think that admission impacted the class? [#critlib](#)

 A YEAR AGO



**Carolyn C. G.**  
@ccaffgardner

A1. Yep! Seen age and gender related comments mostly. Some related to accent which are also troubling... [#critlib](#)

 A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

Yeah I think that can go both ways with age! [@metageeky](#) [@CharissaAPowell](#) [#critlib](#)

A YEAR AGO



**Kate Deibel**  
@metageeky

[@Infinity\\_Dots](#) Sadly, a lot of people assume stupidity if a person does not speak well. [#critlib](#)

A YEAR AGO



**Charissa Powell**  
@CharissaAPowell

A2.2) I've had instructors undermine me, interrupt me, during info lit sessions. [#critlib](#)  
[twitter.com/Infinity\\_Dots/...](https://twitter.com/Infinity_Dots/)

A YEAR AGO



**Carolyn C. G.**  
@ccaffgardner

A2 I've seen folks (myself included) then disregard all student comments which is not great but a coping strategy at times [#critlib](#)

A YEAR AGO



**Charissa Powell**  
@CharissaAPowell

A2) I had one instructor who point blank, in front of the class, asked if I had any experience teaching. [#critlib](#)


A YEAR AGO




**sarah**  
@sarahkirkley

A2 Can be classes getting off track, difficulty with classroom management, librarians (myself included) sometimes getting flustered [#critlib](#)

A YEAR AGO

 **Kate Kitchens**  
@Infinity\_Dots


.@christinemoe Hmmm I'm not sure what you mean by admission. plz clarify! sry! #critlib

 A YEAR AGO


 **Christine M. Moeller**  
@christinemoe


@CharissaAPowell My jaw dropped open at that! I'm so sorry to hear that happened to you. #critlib

 A YEAR AGO


 **Carolyn C. G.**  
@ccaffgardner


@CharissaAPowell Ugh me too #critlib

 A YEAR AGO


 **Charissa Powell**  
@CharissaAPowell


@Infinity\_Dots @metageeky so true! #critlib

 A YEAR AGO


 **Irene Korber**  
@IreneKorber

#critlib Late but here! Academic librarian interested in today's topic

 A YEAR AGO

 **Kate Deibel**  
@metageeky

@CharissaAPowell Ugh. Same thing happens in CompSci classes a lot. Being challenged by older students. #critlib


 A YEAR AGO

Q3. What emotional management (or self-care) strategies do you employ to cope with bias?



**Christine M. Moeller**  
@christinemoe


@Infinity\_Dots I meant your admission about Instagram. Did the students respond in any way to that? #critlib

 A YEAR AGO



**Carolyn C. G.**  
@ccaffgardner

A2.2 Also seen this bias impact our self-evaluation of our teaching skills and confidence #critlib

 A YEAR AGO



**Kate Deibel**  
@metageeky

A2: Another aspect of disability bias is just the assumption a person can't do the job. He's in a wheelchair, how can he teach? #critlib

 A YEAR AGO



**sarah**  
@sarahkirkley


A2 Honestly if I feel called out or not taken seriously, I know I'm not doing my best teaching anymore #critlib

 A YEAR AGO



**Kate Deibel**  
@metageeky

I've heard that before. Same for a blind student TA. How can he grade programs if he can't see the code? RIDICULOUS! #critlib

 A YEAR AGO



**Charissa Powell**  
@CharissaAPowell

@metageeky Yikes, that's rough! I work with first-year students, who rock, and don't question my age as a means of qualification :) #critlib


 A YEAR AGO





**Kate Kitchens**  
@Infinity\_Dots


.@CharissaAPowell I'm sorry :( I get lots of challenges to my authority & I think it may be gender bias driven #critlib

 A YEAR AGO



**Kate Deibel**  
@metageeky


@ccaffgardner Yeah. I think I always bought alcohol after reading my course reviews. #critlib

 A YEAR AGO



**Kate Deibel**  
@metageeky


@ccaffgardner Was really bad when I was teaching temporarily and trying to get an academic job. Double whammies #critlib

 A YEAR AGO



**Becky**  
@beckiejean


@Infinity\_Dots @metageeky @CharissaAPowell I just got "are the rest of the librarians as young as you?" from a college parent. #critlib

 A YEAR AGO



**Just Say No to trump**  
@LibrarianAngie


@metageeky @CharissaAPowell I've noticed age has big effect. I'm late 30s, haven't noticed probs as much as younger colleagues #critlib

 A YEAR AGO



**Charissa Powell**  
@CharissaAPowell

@sarahkirkley I feel you on the getting flustered part especially! #critlib

 A YEAR AGO



**Christine M. Moeller**

@christinemmo

@metageeky @ccaffgardner You're not the only one! I also made sure I had a friend nearby before reading the evals. #critlib



A YEAR AGO



**Kate Kitchens**

@Infinity\_Dots

Ah yes! I'd made a comment to one student who scoffed about it. I didn't bring that up again after that @christinemmo #critlib



A YEAR AGO



**Kate Kitchens**

@Infinity\_Dots

.@beckiejean @metageeky @CharissaAPowell As our boss would say "GRRRRRRRRR" #critlib



A YEAR AGO



**Carolyn C. G.**

@ccaffgardner

@metageeky So I provide articles on student bias in evals - talk about overall trends, and do coffee to build each other back up #critlib



A YEAR AGO



**sarah**

@sarahkirkley

@CharissaAPowell it's the worst! #critlib



A YEAR AGO




**Charissa Powell**

@CharissaAPowell


@Infinity\_Dots thank you for reminding me of that! I'm interested to know if my (younger) male colleagues experience similar things #critlib




A YEAR AGO


 **Kate Kitchens**  
@Infinity\_Dots


I love that idea! @christinemmoie @metageeky @ccaffgardner I think I'll pose that this semester, maybe with a bottle of wine too :D #critlib

 A YEAR AGO


 **Kate Kitchens**  
@Infinity\_Dots

That's great you address it in class!! My only problem is not having enough time to fit that in @ccaffgardner @metageeky #critlib

 A YEAR AGO

 **Christine M. Moeller**  
@christinemmoie

@ccaffgardner That's a great idea! Time for intentional reflection but also to support one another. #critlib

 A YEAR AGO

Q4. How do you evaluate the effectiveness of your IL instruction? How do you mitigate bias?

 **Kate Deibel**  
@metageeky

@Infinity\_Dots @christinemmoie @ccaffgardner I'd recommend cider and a few options for the non-tippers (good quality sodas/coffee) #critlib

 A YEAR AGO

 **Charissa Powell**  
@CharissaAPowell

@LibrarianAngie @metageeky thank you for that perspective! that's good to know and very interesting #critlib

 A YEAR AGO



**Just Say No to trump**

@LibrarianAngie

Q4 Most of my teaching is in credit class. Occasionally invite peer reviewer in for more useful feedback [#critlib](#)



A YEAR AGO



**Christine M. Moeller**

@christinemoe

A4: I started using a customized version of Brookfield's critical incident questionnaire. More about learning and less about me. [#critlib](#)



A YEAR AGO



**Kate Deibel**

@metageeky

Oh yeah, speaking of disability and teaching, check out today's Google Doodle on Ed Roberts [#critlib](#)



A YEAR AGO



**Kate Kitchens**

@Infinity\_Dots

.@metageeky @christinemoe @ccaffgardner I like it! I'm pumped to look into group eval reading/support time [#critlib](#)



A YEAR AGO



**Just Say No to trump**

@LibrarianAngie

We have voluntary peer review structure, can go in tenure/promo binder to balance out any negative student evals [#critlib](#)



A YEAR AGO



**Carolyn C. G.**

@ccaffgardner

A4 Mostly formative assessment, peer-teaching evals, and partnerships with faculty. Student evals probably rank last for me [#critlib](#) [twitter.com/Infinity\\_Dots/...](https://twitter.com/Infinity_Dots/)



A YEAR AGO



**Christine M. Moeller**

@christinemoe

.@Infinity\_Dots @metageeky @ccaffgardner I really like this, too, and will definitely be holding onto this idea for future use! #critlib



A YEAR AGO



**Just Say No to trump**

@LibrarianAngie

Also, because I get regular student evals from credit class, I do formative assessment not student eval in one-shots #critlib



A YEAR AGO



**Irene Korber**

@IreneKorber

@LibrarianAngie So this is in addition to student evals then? #critlib



A YEAR AGO



**Kate Kitchens**

@Infinity\_Dots

Thank you! @christinemoe I hadn't hear of this b4 but I'm going to check it out! #critlib



A YEAR AGO



**Becky**

@beckiejean

@Infinity\_Dots @metageeky @CharissaAPowell Played it off as a compliment. But also redirected to how connected to students we are. #critlib



A YEAR AGO



**Irene Korber**

@IreneKorber

#critlib A4) starting a formalized student eval assessment this semester. Interested in additional methods of instruction eval as well.



A YEAR AGO



**Charissa Powell**  
@CharissaAPowell

A4) the credit bearing course I teach has an observation by a peer instructor, as well as someone on an admin level. #critlib



A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

.@beckiejean @metageeky @CharissaAPowell I think that's a huge advantage if they can see a bit of themselves in us! #critlib



A YEAR AGO



**Carolyn C. G.**  
@ccaffgardner

@LibrarianAngie that sounds great! Student evals are required for our one-shots but we definitely try to focus on student learning #critlib



A YEAR AGO



**Christine M. Moeller**  
@christinemoe

You can find basic info about the CIQ here: [stephenbrookfield.com/ciq/](http://stephenbrookfield.com/ciq/) @Infinity\_Dots #critlib



A YEAR AGO

Q5. What forms of evaluation would you like us to further embrace as a profession?



**Just Say No to trump**  
@LibrarianAngie

@ccaffgardner What do those student evals ask? I can't imagine wasting time on that in every one-shot! #critlib



A YEAR AGO



**Kate Deibel**  
@metageeky

A5 Encourage a random kudos service to people and make a culture where that happens regularly. #critlib



A YEAR AGO



**Carolyn C. G.**  
@ccaffgardner

A5 I'd love to see more peer observations in the context of learning from each other and a culture of openness [#critlib](#)



A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

I like it [@metageeky](#) ! Do you mean giving positive affirmations? [#critlib](#)



A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

.[@metageeky](#) Because I think that does wonders for student confidence & makes students feel cared about, which they should be! [#critlib](#)



A YEAR AGO



**Kate Deibel**  
@metageeky

[@Infinity\\_Dots](#) Yes, but making it easy to do that. A website where you can post a kudos to anyone (anon or signed). [#critlib](#)



A YEAR AGO



**Kate Deibel**  
@metageeky

[@Infinity\\_Dots](#) Yes. I tried to do that when teaching after the first time I complimented a student for her improvement on HW [#critlib](#)



A YEAR AGO



**Kate Deibel**  
@metageeky

[@Infinity\\_Dots](#) Her response was so awesome. I could tell she needed it. [#critlib](#)




A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots


.@metageeky that's great! I think that's one positive side of student evals--they can tell us if we're resonating with students #critlib

 A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

(if we can look between the lines of the bias) @metageeky #critlib

 A YEAR AGO



**Kate Deibel**  
@metageeky


@Infinity\_Dots Well, this was immediate feedback and not end of term evals. #critlib

 A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

We're approaching the end of the 60 minutes, so if anyone has a #critlib #critpitch plz speak soon!

 A YEAR AGO



**Carolyn C. G.**  
@ccaffgardner


Thanks @Infinity\_Dots and all for #critlib today! Now off to the ref desk :)

 A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots


Thank you for joining us today & for your selpful & thoughtful responses! @ccaffgardner #critlib

 A YEAR AGO



**Kate Kitchens**  
@Infinity\_Dots

I'd like to #critpitch a Storify volunteer if anybody's interested! #critlib

 A YEAR AGO





Christine M. Moeller

@christinemmo

Thanks to [@Infinity\\_Dots](#) and everyone else for a great [#critlib](#) today. Have a good week, all!



A YEAR AGO