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!

Kate Deibel
@metageeky
Hi #critlib, I’m Kate from UW. Lib tech, not in classrooms before but have been a lecturer.
#critlib

Christine M. Moeller
@christinemmo
Hi #critlib! I'm Christine, IL & Instruction Librarian at St. Norbert College.

Just Say No to trump
@LibrarianAngie
Hi #critlib, I'm Angela from acad lib in GA

Kate Kitchens
@Infinity_Dots
Welcome everyone! Keep it up with the intros, for the sake of time I'll pose the first question #critlib
Q1. In information literacy settings, do you perceive any bias towards you or coworkers? (in evals or face-to-face)

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

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. Ewwww. #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
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/...
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 @christinemmoe 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
@christinemmoe

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
@christinemmoe

@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/...

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

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

A YEAR AGO

Carolyn C. G.
@ccafrgardner

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

A YEAR AGO

Kate Deibel
@metageekky

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
@metageekky

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

A YEAR AGO

Charissa Powell
@CharissaAPowell

@metageekky 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
@christinemmoe

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

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 @christinemmoe #critlib

Kate Kitchens
@Infinity_Dots

.@beckiejean @metageeky @CharissaAPowell As our boss would say ”GRRRRRRRR” #critlib

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

sarah
@sarahkirkley

@CharissaAPowell it’s the worst! #critlib

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
Q4. How do you evaluate the effectiveness of your IL instruction? How do you mitigate bias?
**Q4** Most of my teaching is in credit class. Occasionally invite peer reviewer in for more useful feedback #critlib

@LibrarianAngie

**A4** I started using a customized version of Brookfield’s critical incident questionnaire. More about learning and less about me. #critlib

@christinemmoe

Oh yeah, speaking of disability and teaching, check out today’s Google Doodle on Ed Roberts #critlib

@metageeky

I like it! I’m pumped to look into group eval reading/support time #critlib

@metageeky @christinemmoe @ccaffgardner

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

@LibrarianAngie

A4 Mostly formative assessment, peer-teaching evals, and partnerships with faculty. Student evals probably rank last for me #critlib twitter.com/Infinity_Dots/...
Christine M. Moeller
@christinemmoe

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

A YEAR AGO

Becky
@beckieean

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

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

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

Kate Kitchens
@Infinity_Dots

I like it @metageeky! Do you mean giving positive affirmations? #critlib

Kate Kitchens
@Infinity_Dots

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

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

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

Kate Deibel
@metageeky

@Infinity_Dots Her response was so awesome. I could tell she needed it. #critlib
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 helpful & 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
Thanks to @Infinity_Dots and everyone else for a great #critlib today. Have a good week, all!