

From: [Provost Office](#)
To: [Baylor Faculty All](#)
Subject: Joint Statement from Provost and Faculty Senate Regarding Faculty Evaluations
Date: Wednesday, January 13, 2021 2:14:38 PM
Attachments: [image003.png](#)



Teaching and learning are complex activities not easily reduced to simple measurement. We aspire to teaching that inspires and directs student learning and development. We also aspire to teaching that improves over time, as faculty gain experience and use feedback from a variety of sources to improve. Student course evaluations should be considered primarily as a tool to help instructors improve, and should carry limited weight in faculty evaluations. Statistical ratings can be affected by a number of factors, such as level, enrollment size, and grade expectation. Research supports the fact that women and faculty of color are often subjected to bias in student course evaluations. How faculty members respond to substantive comments is a better approach than looking at statistical comparison groups.

Faculty evaluations should aim to capture this complexity by using as many different sources of data as possible in addition to student course evaluations, including:

1. Faculty narratives describing how they used feedback from both students and peers
2. Engagement in professional development that led to the development of new materials or pedagogies
3. Evidence of student learning through formative and summative assessments
4. New course development or significant revision of existing course(s)

This year in particular, it will be important to take into account the impact of the pandemic on the teaching and learning enterprise. Many faculty went far beyond the call of duty to meet the needs of Baylor students. Faculty evaluations are a good time to recognize the extraordinary work of these individuals.