

## Interrupting Bias in Peer Evaluation of Teaching: Supplemental Material

This supplemental material frames the Toolkit’s “Workshop on Bias in Faculty Evaluations: A Closer Look at Peer Evaluation of Teaching (PET).”

Faculty members who serve as peer evaluators need to be trained to identify and eliminate sources of bias in their evaluations. An appropriate driver of this training is the Chief Diversity Officer or equivalent at each university. Research has increasingly demonstrated evidence-based arguments for the reality of bias in evaluating teaching effectiveness. “Good” teaching can differ significantly from what and how established metrics assess. In fact, research indicates that our established metrics (student evaluations and peer evaluations) are flawed assessment metrics. If the research is new to a campus, invest time in building awareness as you design plans for dialogue about change.

**Step 1: Running the workshop:** The ACS has provided [materials for a workshop](#) on this topic. Most campuses have some sort of Teaching and Learning Center, which would be an appropriate venue for this workshop. The workshop could be run by:

- An interested faculty member, identified by the Faculty Senate or Academic leadership
- The Chief Diversity Officer
- A faculty expert in evaluation
- An outside consultant

**Step 2: Attending the workshop:** The workshop can be recommended or required for all faculty who will be involved in peer evaluation. Additionally, faculty that are being evaluated by their peers should be invited to attend the workshop to check any potential biases from their peers in evaluation.

### Resources needed

- Funds to compensate someone to run the workshop
- Stipends to encourage faculty to attend the workshop
- Functional and available gathering space for the workshop

### Potential obstacles

- Insufficient compensation for faculty involvement
- Lack of campus leadership

**Assessment:** Consider a basic survey following a Faculty Workshop Series (see the [Sample Workshop Survey](#)).