# Resolution from EEC: Appropriate use of student evaluations

TCU is committed to Diversity, Equity, and Inclusion and seeks to “promote a campus environment that is welcoming for all and free of bias.”[1] Academic research, however, demonstrates that student evaluations of teaching “systematically disadvantage faculty from marginalized groups,”[2] including women and minorities[3], and are poor indicators of teaching quality[4].

Therefore, while SPOT data may be useful in (a) helping faculty members reflect upon and improve their teaching and (b) giving students an opportunity to voice opinions about their class experiences, SPOT data should not be used by colleges or departments in consequential decisions, such as annual review, tenure and promotion, or merit pay.

*Note: For alternative methods of Teaching Evaluation, reference the “On the Evaluation of Teaching” – Faculty Senate Report (2011) and the “Best Practices on the faculty senate website.*

# References Cited

[1] Texas Christian University Strategic Plan. (2019). https://inclusion.tcu.edu/about/strategic-plan/

[2] Statement on Student Evaluations of Teaching. (Sep 2019). *American Sociological Association*.

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