

## Resolution Concerning Analysis of SAIS Scores and Bias

Whereas the draft PPPR explicitly requires the use of student course evaluations in carrying out the PPP Review; and

Whereas the use of student course evaluations are not mandated for use in current annual faculty evaluations in the Manual for Faculty Evaluation; and

Whereas there is published, peer-reviewed literature, including Mitchell and Martin's "Gender Bias in Student Evaluations," *Journal of Political Science and Politics* 51:3, July 2018, which indicates highly biased responses based on faculty gender and other demographics in student evaluations; and

Therefore be it resolved that the UTK Faculty Senate requests that the Provost either have an analysis of potential bias based on faculty gender or other demographics (race / ethnicity) using historical UTK data, or that the data to carry out an analysis, appropriately anonymized, be provided to the Senate so that it may perform such an analysis.