



Faculty Evaluation Resources for Deans, Chairs, and Committees

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Why would you want to use such resources?

To make better decisions!

Minimize bias in faculty evaluation process – both for annual evaluations and at promotions

Improve department climate



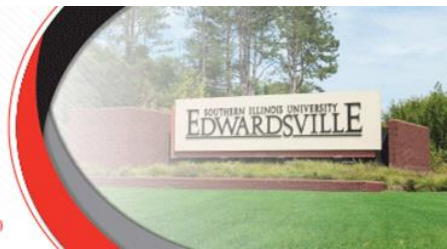
What resources are available?

- **Questions to use to review your evaluation guidelines and processes**
- **Guidance for the committee evaluation process**
- **Potential biases and solutions**
- **Template charge letter with a bias statement to read before committee meetings**
- **Basic evaluation rubric**
- **Sample confidentiality agreement**



ADVANCE
at Southern Illinois University Edwardsville

TOWARD AN INCLUSIVE MODEL OF EXCELLENCE (TIME)



Where do I find these resources?!

Online thanks to IDLT! Linked at:

<https://www.siu.edu/time/faculty-evaluation/index.shtml>

**Department Chair
Resources Toolkit:
Faculty Evaluation**

START COURSE



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Will this course take forever to finish?!

Department Chair Resources Toolkit: Faculty Evaluation

0% COMPLETE

- ▼ FACULTY EVALUATION
- ≡ Introduction
- ≡ Questions to Consider to Clarify Criteria
- ≡ Committee Evaluation Guidance
- ≡ General Guidance and Templates
- ≡ Other Considerations to Support Fair Evaluations

Lesson 1 of 5

Introduction

The department and school/college annual performance review and tenure and promotion review processes are critical for the health of the department and University. They are also opportunities for reflection, celebration, and adjustment.

Research evidence points to various ways that bias can impact these review processes. The information presented is intended to assist departments and schools/college in evaluating their processes and tools to reduce bias and, thus, improve decision-making.

Bias is reduced when:



And there's more!

- The ADVANCE Team will review your unit's P&T guidelines/process and offer comments.
- If you're interested, email smorgan@siue.edu and lbartel@siue.edu.





Thank you for attending and working to improve the climate for women faculty at SIUE!

<https://www.siue.edu/time>