2018-09-13: Evaluation of Faculty by Students

Listed below are resources shared on the chat last night:

- A curious case of the phantom professor: mindless teaching evaluations by medical students
- Voluntary vs. compulsory student evaluation of clerkships: effect on validity and potential bias
  [https://bmcmededuc.biomedcentral.com/articles/10.1186/s12909-017-1116-8](https://bmcmededuc.biomedcentral.com/articles/10.1186/s12909-017-1116-8)
- Evaluation of Faculty: Are medical students and faculty on the same page?
  [https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4117662/](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4117662/)
- Meta-analysis of faculty's teaching effectiveness: Student evaluation of teaching ratings and student learning are not related
- Milestone-Based Tool for Learner Evaluation of Faculty Clinical Teaching
  [https://www.mededportal.org/publication/10626/](https://www.mededportal.org/publication/10626/)
- Peer Observation of Teaching Handbook
  [https://www.mededportal.org/publication/9150/](https://www.mededportal.org/publication/9150/)
- Gender Bias in Student Evaluations
- Using Clickers To Identify the Muddiest Points in Large Chemistry Classes
  [https://cdn-pubs.acs.org/doi/10.1021/ed1004799#.W5sWTYksFLI.twitter](https://cdn-pubs.acs.org/doi/10.1021/ed1004799#.W5sWTYksFLI.twitter)
MedEd Chat @MedEdChat 9 hours ago
We will assume that all of your tweets are your own during this hour unless otherwise stated #meded #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @MedEdChat: If you are tuning in to the #mededchat, remember to use the #meded AND #mededchat hashtag and try to answer with the Topic n...

MedEd Chat @MedEdChat 9 hours ago
Topic 1: What is the purpose of having students evaluate faculty teaching? #mededchat #meded

Heather Paladine @paladineh 9 hours ago
Hi, it’s Heather, #FamilyMedicine residency program director in NYC. I hope all of the southerners are safe and dry! #meded #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @MedEdChat: Topic 1: What is the purpose of having students evaluate faculty teaching? #mededchat #meded

Gary Beck Dallaghan @GLBDallaghan 9 hours ago
@MedEdChat T1 #mededchat This is a great question. This article sums up why we should rethink this process. https://t.co/mFZRfLnXiq

MedEd Chat @MedEdChat 9 hours ago
RT @GLBDallaghan: @MedEdChat T1 #mededchat This is a great question. This article sums up why we should rethink this process. https://t.co...

Heather Paladine @paladineh 9 hours ago
A1: I think we always need feedback to improve, & student evals are part of that. Plus we want them to feel heard! #meded #mededchat

Whitney Woodruff @wwoodruff12 9 hours ago
@MedEdChat DNP Student. ED RN Mentor/Assistant Educator. #meded AND #mededchat

Gary Beck Dallaghan @GLBDallaghan 9 hours ago
@paladineh A1 #mededchat So how then can we ensure they aren’t evaluating us like the "phantom professor" in a mindless fashion? Is that helpful at all?

Laura Holden @lauraholdenFNP 9 hours ago
@MedEdChat A1: I think the end goal of faculty evaluations is to improve future courses, teaching style, and future student understanding. However, faculty evaluations often get side tracked to evaluate ease of class. #mededchat #MedEd

Whitney Woodruff @wwoodruff12 9 hours ago
T1 #MedEdChat. As a teacher this is a great way to receive feedback and find positive ways to improve as a teacher.
Gary Beck Dallaghan @GLBDallaghan 9 hours ago
@lauraholdenFNP @MedEdChat A1 #mededchat #meded Does it seem that sometimes good evals are based on exam performance....and not really the quality of the delivery of the material?

A.J. Kleinheksel @AJKleinhex 9 hours ago
T1 Student Evaluations of Teaching (SET) emerged from a system of education in which learners had no voice. But they've become entrenched into our method of assessment of teachers & the promotion process. I would argue that is in part because of online review culture. #MedEdChat

Larry Hurtubise @hur2buzy 9 hours ago
#meded #mededchat HI from Columbus, Ohio

Larry Hurtubise @hur2buzy 9 hours ago
A1 One purpose of student evaluation is to gather data on the learning environment #mededchat

Jennifer K. Chen, MD @DrJenChen4kids 9 hours ago
@MedEdChat T1: Ideally to help continually improve courses, identify faculty that could use more training in education, and reward those that are good teachers (eg evals that go into consideration for promotion) #mededchat

Rebecca Jaffe @RJmdphilly 9 hours ago
#medchat #mededchat I think Evals often boil down to whether a student “liked” the lecture, rather than whether it achieved learning objectives. Seems like a misinterpretation of the purpose.

Heather Paladine @paladineh 9 hours ago
@GLBDallaghan I work primarily with clinical students & find their evaluations very thoughtful. But I agree that teaching should be evaluated in other ways and not ONLY student evaluations #meded MedEdChat

Rebecca Jaffe @RJmdphilly 9 hours ago
@AJKleinhex Consumer mentality #meded #mededchat

Larry Hurtubise @hur2buzy 8 hours ago
@AJKleinhex #mededchat can you say more about online review culture?

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@paladineh T1 #mededchat Especially when they play such an important role in promotion processes

Rebecca Jaffe @RJmdphilly 8 hours ago
@hur2buzy Is there a difference between preclinical evals and evals of clinical teachers? Feels different as someone who does some of both... #mededchat #meded
Larry Hurtubise @hur2buzy 8 hours ago  
@paladineh @GLBDallaghan #meded #MedEdChat I like the processes that encourage self reflection

A.J. Kleinheksel @AJKleinhex 8 hours ago  
T1 However, the intention and entrenchment of SEL does not absolve #MedEd administrators from the responsibility of reconciling the fact that over-reliance on SET is hurting women and minority faculty. #MedEdChat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago  
@RJmdphilly @hur2buzy T1 Since preclinical evals are mostly evals of lecturers or small group leaders, they are quite a bit different. Interactions are not as close as with clinical educators #mededchat #meded

Laura Holden @lauraholdenFNP 8 hours ago  
@GLBDallaghan @MedEdChat Not necessarily. If the the course work was presented well, but the exam was not a good reflection of what is taught then yes. And if the course is more challenging or grading is more strict then the student in turn evaluates the faculty and course more harsh. #mededchat #meded

Terry Kind, MD MPH @Kind4Kids 8 hours ago  
Another way to think about it is that students are providing feedback about faculty teaching, rather than evaluating it. #MedEdChat #meded

Gary Beck Dallaghan @GLBDallaghan 8 hours ago  
@lauraholdenFNP @MedEdChat T1 As an instructor who has high standards, why should I be punished by evaluations from students who are upset that they had to work hard? #mededchat #meded

A.J. Kleinheksel @AJKleinhex 8 hours ago  
@hur2buzy Sure! We feel entitled to the opportunity to provide ratings and reviews of services, goods, and in this case, people. But, just like you don’t see many three-star reviews on Amazon, these reviews are typically used to voice anger/dissatisfaction or delight. #MedEdChat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago  
@Kind4Kids T1 So should we then be training #medstudents how to give #feedback the same way we do faculty? #mededchat #meded

MedEd Chat @MedEdChat 8 hours ago  
Topic 2: If evaluations are mandatory, what impact might that have on evaluations? on faculty promotions? #mededchat #meded

Alliance4ClinEd @Alliance4ClinEd 8 hours ago  
@MedEdChat A2 This article came out last year about the reliability of compulsory evaluations https://t.co/41RJyDX7w4 #mededchat #meded

MedEd Chat @MedEdChat 8 hours ago  
RT @Alliance4ClinEd: @MedEdChat A2 This article came out last year about the reliability of compulsory evaluations https://t.co/41RJyDX7w4...
Larry Hurtubise @hur2buzy 8 hours ago
@GLBDallaghan @Kind4Kids #meded #mededchat There is some data around learners giving more useful feedback when trained on evaluation terminology.

Gary Beck Dallaghan @GLBdallaghan 8 hours ago
@Alliance4ClinEd @MedEdChat A2 At my previous job we did require completion of faculty evaluations. Never looked to see if ratings altered. #mededchat #meded

A.J. Kleinheksel @AJKleinhex 8 hours ago
T1 It's also important to acknowledge that SET do not correlate to learning. So the 'purpose' becomes much more murky. #MedEdChat #MedEd https://t.co/WoSlxHaFod

MedEd Chat @MedEdChat 8 hours ago
RT @AJKleinhex: T1 It's also important to acknowledge that SET do not correlate to learning. So the 'purpose' becomes much more murky. #Med...

Beatriz Tapia @BeatrizTapia17 8 hours ago
@MedEdChat #mededchat Hi I am @BeatrizTapia17 Assistant Dean of Faculty Development @UTRGVSOM

MedEd Chat @MedEdChat 8 hours ago
@BeatrizTapia17 @UTRGVSOM Welcome to #mededchat!

Frank Cacace @cacace_frank 8 hours ago
@MedEdChat T1 #mededchat #meded . For me I also use themes/average teaching domain scores in our division, and I frame democratic choices for #facultydevelopment, then proceed with theme/skill that gets most votes. This way most learner and faculty centered.

Gary Beck Dallaghan @GLBdallaghan 8 hours ago
@AJKleinhex T2 That then begs the question of what are the #medstudents evaluating? Entertainment factor of the presenter? What? #mededchat#meded

A.J. Kleinheksel @AJKleinhex 8 hours ago
T2 If we make SET mandatory, that seems like it would exacerbate the bias problems in ratings of women and minority faculty. I can't imagine irritated students are going to be more fair-minded. #MedEdChat

Larry Hurtubise @hur2buzy 8 hours ago
T2 when we started our new evaluation system we asked faculty to do a self evaluation to learn about the new system. We also aggregated the data as a needs assessment for faculty development #mededchat https://t.co/ZXvKWLpWPC

Terry Kind, MD MPH @Kind4Kids 8 hours ago
@GLBDallaghan Same principles. #MedEdChat #meded
Hi Terry! Good to see you in the #MedEdChat #meded

Well, the research says that in the case of women, students rate female faculty on personality, appearance, entertainment, intelligence/competency more often than their male counterparts. #MedEdChat

That's an interesting approach in sets the stage for validity evidence for your evaluation tool! Good work! #mededchat #meded

RT @hur2buzy: T2 when we started our new evaluation system we asked faculty to do a self evaluation to learn about the new system. We also...

T1 What is a possible solution? How do we evaluate the efficacy of an instructor and the course, and not skew the results with emotions of a challenging course work? #mededchat #meded

Completely agree. thinking more about preclinical teaching frankly....clinical the linkage is clearer. But if I give a preclinical lecture in my area (patient safety), as a lecturer in a larger course I have no influence over...evals seem like a popularity contest. #mededchat

And what are men evaluated on? #meded #mededchat?

That's what I'd like to figure out. How can we coach #medstudents on providing feedback that is not driven by emotions? #mededchat #meded

My sense is that mandatory evals would likely decrease overall quality as students would fill it out without thinking as much about their answers, which the study also seems to hint at #MedEdChat #MedEd

My sense is that mandatory evals would likely decrease overall quality as students would fill it out wit...

Nice to #MedEdChat with you too, Larry!
@lauraholdenFNP @GLBDallaghan @MedEdChat Alternative methods of evaluation: Real-time Feedback with in-class surveys (e.g., ClassPulse or IDEA) Educator Faculty Practicum (i.e., trained peer observation) Self-Evaluation (Glassik model) Teaching Portfolio #MedEdChat

@lauraholdenFNP @GLBDallaghan @MedEdChat Agreed. I’ve often wanted to do a qualitative analysis of faculty evaluation comments to see if those with higher ratings have comments about entertainment value #mededchat #meded

@lauraholdenFNP @GLBDallaghan @MedEdChat I think it is important for learners to evaluate the things about which they are able to provide thoughtful feedback. Others, like an educator or a peer might evaluate the methods and content. #meded #mededchat https://t.co/4OBGffNMqg

@Alliance4ClinEd @MedEdChat Interesting - I know I don’t like when I’m forced to complete evaluations #meded #MedEdChat

RT @hur2buzy: @lauraholdenFNP @GLBDallaghan @MedEdChat I think it is important for learners to evaluate the things about which they are abl...

@lauraholdenFNP @GLBDallaghan @MedEdChat Have you tried trained peer observation? Some faculty I know are hesitant to do that. Thoughts on why? #mededchat #meded

@lauraholdenFNP @GLBDallaghan @MedEdChat Many of the topics are emotionally laden. Can we make a system that accounts for learner emotions? #meded #meded

@lauraholdenFNP @GLBDallaghan @MedEdChat What if rather than evaluating during the course we do it later to see if the #medstudents recognize how much they did learn from that instructor - boring or not #mededchat #meded

@RJmdphilly @GLBDallaghan Course content and teaching style. #MedEdChat https://t.co/i2eKvEKoBa

Topic 3: What steps could be taken to ensure students understand the purpose of the faculty evaluation? #mededchat #meded

RT @AIKleinhex; @RJmdphilly @GLBDallaghan Course content and teaching style. #MedEdChat https://t.co/i2eKvEKoBa
Jennifer K. Chen, MD @DrJenChen4kids 8 hours ago
@GLBDallaghan @Kind4Kids Yes, because they’ll eventually need those skills as residents and attendings when they become the teachers too! #MedEdChat #MedEd

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@MedEdChat A3 As with any evaluation tool, it requires training. We just give evals to #medstudents to complete without fully explaining the purpose of the results. That might be a first step. #mededchat #meded

MedEd Chat @MedEdChat 8 hours ago
RT @DrJenChen4kids: @GLBDallaghan @Kind4Kids Yes, because they’ll eventually need those skills as residents and attendings when they become...

Alliance4ClinEd @Alliance4ClinEd 8 hours ago
@MedEdChat A3 This article hit on training faculty and #medstudents so they were on the same page about the purpose of evals https://t.co/2M2zOpUwXK #mededchat #meded

Rebecca Jaffe @RJmdphilby 8 hours ago
@AJKleinhex @GLBDallaghan Yeah that feels about right #meded #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
RT @MedEdChat: Topic 3: What steps could be taken to ensure students understand the purpose of the faculty evaluation? #mededchat #meded

MedEd Chat @MedEdChat 8 hours ago
RT @Alliance4ClinEd: @MedEdChat A3 This article hit on training faculty and #medstudents so they were on the same page about the purpose of...

Terry Kind, MD MPH @Kind4Kids 8 hours ago
What in medical education is required, obligatory, compulsory, mandatory... vs what is the students’ professional responsibility #MedEdChat #meded

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@Kind4Kids That’s a great question. We tied eval completion to professionalism at my prior place. #mededchat #meded

Larry Hurtubise @hur2buzy 8 hours ago
A3 One obstacle is that learners infrequently see change based on their feedback because instructors use it to improve the next iteration of their teaching. Can we reduce the time it takes faculty to get the feedback and use it? #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
@GLBDallaghan @AJKleinhex @lauraholdenFNP @MedEdChat I can see why people would be nervous about peer evaluation but if you do it with someone you trust - and you also observe them - it could be a safe opportunity to try out new methods or simply get feedback on teaching. #MedEd#MedEdChat
A3 Sometimes the faculty member won't be teaching again for that class. Maybe it's incumbent upon the leadership to inform the #medstudents what changes occurred based on feedback #mededchat #meded

RT @kristinadzara: @GLBDallaghan @AJKleinhex @lauraholdenFNP @MedEdChat I can see why people would be nervous about peer evaluation but if...

A3 Jumping in here, provided training on completing evaluations to my PA students this semester. Waiting to evaluate quality and quantity of responses. #MedEd #mededchat

I wonder if there is a way to do quick cycle formative feedback A.J. Kleinheksel @AJKleinhex

T3 If we as #MedEd faculty and administrators can’t articulate a purpose for SEL that also addresses the proven bias against women and minorities, as well as absence of any correlation to learning, we shouldn’t bother trying to communicate our current justifications to them. https://t.co/GzwTaHM8GZ

I am teaching 2 sections of healthcare research to undergrad health sciences majors this term. I am having them do plus/delta after every class. What went well? What could have gone better? I want them to see that I value their feedback and try to incorporate it.

RT @kristinadzara: #MedEd #MedEdchat I am teaching 2 sections of healthcare research to undergrad health sciences majors this term. I am ha...

I also explain to them why this is important to me - that I care about their learning experience and I want to do what I can to help them solidify deep learning as future healthcare scholars. #MedEd #MedEdChat

At risk of outing myself as only inconsistently amazing and inspiring, here is a fun grab bag from an old lecture. I’m not sure how any of this is supposed to help me improve. #meded #mededchat https://t.co/YnVfhdJfo2

Great idea @kristinadzara #mededchat #meded

Oh, and they have never seen or done plus/delta or just in time formative feedback to their teacher before. So this is all new to them. #MedEd#MedEdChat
Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago
RT @hur2buzy: Great idea @kristinadzara #mededchat #meded https://t.co/wTR2jd3aCH

Gary Beck Dallaghan @GLBDallaghan8 hours ago
@kristinadzara Do you think you’d have the same reactions from a lecture hall full of 190 students? #mededchat #meded

Jennifer K. Chen, MD @DrJenChen4kids8 hours ago
@MedEdChat T3: Explain what happens to the evals after, like do they get summarized, who decides if changes will be made, how do they affect the faculty’s job, etc #MedEdChat #meded

Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago
@hur2buzy Thanks Larry! I also explained adult learning theory to my students on the first day. I want them to have some understanding of why I make the pedagogical choices I do. #MedEd #MedEdChat

Frank Cacace @cacace_frank8 hours ago
Replying to @MedEdChat
Maybe when we orient a learner to a rotation and we discuss what they would particularly like to get out of their month, and what their role/responsibilities are, we include that we expect a thorough honest (anonymous and later aggregated) assessment of their rotation/teachers.

Larry Hurtubise @hur2buzy8 hours ago
@kristinadzara Does repeating the process reduce the cognitive load for them? #MedEd #MedEdChat

Temple Ratcliffe @templeratcliffe8 hours ago
Replying to @GLBDallaghan @AJKleinhex and 2 others
We have a peer observation program @UTHHealthHospMed. Formative (not summative). No resistance, but main barriers logistics/time.

A.J. Kleinheksel @AJKleinhex8 hours ago
Replying to @kristinadzara @GLBDallaghan
Typically, those who experience trained peer evaluation as teachers are more likely to see it as accessible & valuable. So you just need someone with extensive knowledge and experience like @DrTashaWyatt to start modeling the process. (But you can’t have her. Find someone else.)

Larry Hurtubise @hur2buzy8 hours ago
#mededchat #meded could you do it with a Audience Response question where the responses were not visable?

Nicole Roberts @nroberts7078 hours ago
RT @kristinadzara: #MedEd #MedEdchat I am teaching 2 sections of healthcare research to undergrad health sciences majors this term. I am ha...

Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago
@hur2buzy Hi Larry. The semester is new so we shall see. After compiling the plus/deltas I bring them up at the beginning of the next class so that they know I have considered them, and am working to
improve their learning experience (or why I can't change something). #MedEd #MedEdChat

**MedEd Chat @MedEdChat 8 hours ago**
We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat

**Gary Beck Dallaghan @GLBDallaghan8 hours ago**
@kristinadzara What you’re doing sounds like a smaller class. I’m just curious if you think of full lecture hall would react the same with asking for what works and what isn’t. #mededchat #meded

**A.J. Kleinheksel @AJKleinhex 8 hours ago**
@RJmdphilly @GLBDallaghan Right. Yours are relevant but it’s still hard to interpret and use that feedback. A colleague once got the comment, "I liked that she wore a different cardigan every day." But somehow the scores still carry significant weight in teaching awards and promotions. #MedEdChat https://t.co/H60jr3ZZzb

**MedEd Chat @MedEdChat8 hours ago**
RT @AJKleinhex: @RJmdphilly @GLBDallaghan Right. Yours are relevant but it’s still hard to interpret and use that feedback. A colleague o...

**Larry Hurtubise @hur2buz8 hours ago**
Great thought provoking #mededchat tonight Thank you @AJKleinhex @kristinadzara @Kind4Kids and the rests of you with out a K in your names. :-)

**MedEd Chat @MedEdChat8 hours ago**
We will be off next week as I will be out of town. Join us in 2 weeks. Don’t forget to suggest topics by DM or email #meded #mededchat

**Gary Beck Dallaghan @GLBDallaghan8 hours ago**
@MedEdChat Final Thoughts: Training #medstudents how to complete evaluations is more important than I previously thought. Assuming they understand why they are important is an error on my part #mededchat #meded

**Terry Kind, MD MPH @Kind4Kids8 hours ago**
Hoping our Carolina #MedEd #MedEdChat community stays safe. Thanks for serving as healthcare professionals before, during, and after #Florence

**OB/GaYN @OBGaYN 8 hours ago**
@MedEdChat T3: Demonstrable action taken on the feedback #MedEd #MedEdChat

**Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago**
@GLBDallaghan Hi Gary, I am doing this anonymously and low-tech! They all write on a small piece of paper and hand it to me on their way out the door. I want it to feel safe for them to share. So, I think the same method could be used in a big lecture hall. #MedEd #MedEdChat
MedEd Chat @MedEdChat8 hours ago
That's a wrap...I will be posting the transcript tomorrow morning (Flo permitting) on https://t.co/mJivoK9NyX on the Resources page. Thanks everyone for participating! #meded #mededchat

Gary Beck Dallaghan @GLBDallaghan8 hours ago
That's brilliant! I hope you are considering writing this process up. #mededchat #meded

Alliance4ClinEd @Alliance4ClinEd8 hours ago
RT @kristinadzara: @GLBDallaghan Hi Gary, I am doing this anonymously and low-tech! They all write on a small piece of paper and hand it to...

Larry Hurtubise @hur2buzy8 hours ago
#meded #mededchat this seems like a way to get evaluation and assessment data in a large enrollment class Using Clickers To Identify the Muddiest Points in Large Chemistry Classes https://t.co/uQggRgCaiV

Heather Paladine @paladineh8 hours ago
@GLBDallaghan @MedEdChat Maybe this should be part of the overall #meded curriculum, rather than the responsibility of each lecturer? #MedEdchat

MedEd Chat @MedEdChat8 hours ago
RT @hur2buzy: #meded #mededchat this seems like a way to get evaluation and assessment data in a large enrollment class Using Clickers To...

Brian Simko @bsimko68 hours ago
RT @hur2buzy: A3 One obstacle is that learners infrequently see change based on their feedback because instructors use it to improve the ne...

Laura Huth @imahuthnow7 hours ago
@MedEdChat A3: We have to get the faculty to complete the evals first #meded #mededchat