

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 <https://onlinelibrary.wiley.com/doi/pdf/10.1111/medu.12647>
- Voluntary vs. compulsory student evaluation of clerkships: effect on validity and potential bias <https://bmcmmededuc.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/>
- Meta-analysis of faculty's teaching effectiveness: Student evaluation of teaching ratings and student learning are not related <https://www.sciencedirect.com/science/article/pii/S0191491X16300323>
- Milestone-Based Tool for Learner Evaluation of Faculty Clinical Teaching <https://www.mededportal.org/publication/10626/>
- Peer Observation of Teaching Handbook <https://www.mededportal.org/publication/9150/>
- Gender Bias in Student Evaluations <https://www.cambridge.org/core/journals/ps-political-science-and-politics/article/gender-bias-in-student-evaluations/1224BE475COAE75A2C2D8553210C4E27>
- Using Clickers To Identify the Muddiest Points in Large Chemistry Classes <https://cdn-pubs.acs.org/doi/10.1021/ed1004799#.W5sWTYksFLI.twitter>



MedEd Chat @MedEdChat9 hours ago

Welcome to the [#mededchat](#) (US) I am your moderator for the next hour, [@alliance4clined](#) [#meded](#)



MedEd Chat @MedEdChat9 hours ago

The topic & questions will be announced in a moment...for now, please introduce yourselves [#meded](#) [#mededchat](#)



Gary Beck Dallaghan @GLBDallaghan9 hours ago

[@MedEdChat](#) Gary here awaiting Florence to visit in North Carolina [#meded](#) [#mededchat](#)



A.J. Kleinheksel @AJKleinhex9 hours ago

[@MedEdChat](#) Good evening, [#MedEdChat](#)! I'm A.J.



MedEd Chat @MedEdChat9 hours ago

If you are tuning in to the [#mededchat](#), remember to use the [#meded](#) AND [#mededchat](#) hashtag and try to answer with the Topic numbers (T1, T2, T3)



Rebecca Jaffe @RJmdphilly9 hours ago

Rebecca on a train in Philly - stumbled onto a good topic for the (late) commute! [#mededchat](#)



MedEd Chat @MedEdChat9 hours ago

[@RJmdphilly](#) Welcome to the [#mededchat](#)!



MedEd Chat @MedEdChat9 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 @kristinadzara9 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 @MedEdChat9 hours ago

Topic 1: What is the purpose of having students evaluate faculty teaching? [#mededchat](#) [#meded](#)



Heather Paladine @paladineh9 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 @kristinadzara9 hours ago

RT @MedEdChat: Topic 1: What is the purpose of having students evaluate faculty teaching? [#mededchat](#) [#meded](#)



Gary Beck Dallaghan @GLBDallaghan9 hours ago

[@MedEdChat](#) T1 [#mededchat](#) This is a great question. This article sums up why we should rethink this process. <https://t.co/mFZRfLnXlq>



MedEd Chat @MedEdChat9 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 @paladineh9 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 @wwoodruff129 hours ago

[@MedEdChat](#) DNP Student. ED RN Mentor/Assistant Educator. [#meded](#) AND [#mededchat](#)



Gary Beck Dallaghan @GLBDallaghan9 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 @lauraholdenFNP9 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 @wwoodruff129 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 [@GLBDallaghan9 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. Kleinhexel [@AJKleinhex9 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 [@hur2buzy9 hours ago](#)

[#meded](#) [#mededchat](#) HI from Columbus, Ohio



Larry Hurtubise [@hur2buzy9 hours ago](#)

A1 One purpose of student evaluation is to gather data on the learning environment [#mededchat](#)



Jennifer K. Chen, MD [@DrJenChen4kids9 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 [@RJmdphilly9 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 [@paladineh9 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 [@RJmdphilly9 hours ago](#)

[@AJKleinhex](#) Consumer mentality [#meded](#) [#mededchat](#)



Larry Hurtubise [@hur2buzy8 hours ago](#)

[@AJKleinhex](#) [#mededchat](#) can you say more about online review culture?



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@paladineh](#) T1 [#mededchat](#) Especially when they play such an important role in promotion processes



Rebecca Jaffe [@RJmdphilly8 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 @hur2buzy8 hours ago

[@GLBDallaghan](#) [@Kind4Kids](#) #meded #mededchat There is some data around learners giving more useful feedback when trained on evaluation terminology.



Gary Beck Dallaghan @GLBDallaghan8 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. Kleinhexel @AJKleinhex8 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/WoSIXHaFod>



MedEd Chat @MedEdChat8 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 @BeatrizTapia178 hours ago

[@MedEdChat](#) #mededchat Hi I am [@BeatrizTapia17](#) Assistant Dean of Faculty Development [@UTRGVSOM](#)



MedEd Chat @MedEdChat8 hours ago

[@BeatrizTapia17](#) [@UTRGVSOM](#) Welcome to #mededchat!



Frank Cacace @cacace frank8 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 @GLBDallaghan8 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. Kleinhexel @AJKleinhex8 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 @hur2buzy8 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 @Kind4Kids8 hours ago

[@GLBDallaghan](#) Same principles. #MedEdChat #meded



Larry Hurtubise [@hur2buzy8 hours ago](#)
[@Kind4Kids](#) Hi Terry! Good to see you in the [#MedEdChat](#) [#meded](#)



A.J. Kleinhexel [@AJKleinhex8 hours ago](#)
[@GLBDallaghan](#) 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](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)
[@hur2buzy](#) A2 That's an interesting approach in sets the stage for validity evidence for your evaluation tool! Good work! [#mededchat](#) [#meded](#)



MedEd Chat [@MedEdChat8 hours ago](#)
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...



Laura Holden [@lauraholdenFNP8 hours ago](#)
[@GLBDallaghan](#) [@MedEdChat](#) 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](#)



Rebecca Jaffe [@RJmdphilly8 hours ago](#)
[@GLBDallaghan](#) [@AJKleinhex](#) 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](#)



Rebecca Jaffe [@RJmdphilly8 hours ago](#)
[@AJKleinhex](#) [@GLBDallaghan](#) And what are men evaluated on? [#meded](#) [#mededchat](#)?



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)
[@lauraholdenFNP](#) [@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](#)



Jennifer K. Chen, MD [@DrJenChen4kids8 hours ago](#)
[@MedEdChat](#) T2: 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](#)



Alliance4ClinEd [@Alliance4ClinEd8 hours ago](#)
RT [@DrJenChen4kids](#): [@MedEdChat](#) T2: My sense is that mandatory evals would likely decrease overall quality as students would fill it out wit...



Terry Kind, MD MPH [@Kind4Kids8 hours ago](#)
[@hur2buzy](#) Nice to [#MedEdChat](#) with you too, Larry!



A.J. Kleinhexel @AJKleinhex8 hours ago

[@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](#)



Gary Beck Dallaghan @GLBDallaghan8 hours ago

[@RJmdphilly](#) [@AJKleinhex](#) 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](#)



Larry Hurtubise @hur2buzy8 hours ago

[@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/4OBGffNMgg>



Heather Paladine @paladineh8 hours ago

[@Alliance4ClinEd](#) [@MedEdChat](#) Interesting - I know I don't like when I'm forced to complete evaluations [#meded](#) [#MedEdChat](#)



MedEd Chat @MedEdChat8 hours ago

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



Gary Beck Dallaghan @GLBDallaghan8 hours ago

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



Larry Hurtubise @hur2buzy8 hours ago

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



Gary Beck Dallaghan @GLBDallaghan8 hours ago

[@hur2buzy](#) [@lauraholdenFNP](#) [@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](#)



A.J. Kleinhexel @AJKleinhex8 hours ago

[@RJmdphilly](#) [@GLBDallaghan](#) Course content and teaching style. [#MedEdChat](#) <https://t.co/i2eKvEKoBa>



MedEd Chat @MedEdChat8 hours ago

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



MedEd Chat @MedEdChat8 hours ago

RT [@AJKleinhex](#): [@RJmdphilly](#) [@GLBDallaghan](#) Course content and teaching style. [#MedEdChat](#) <https://t.co/i2eKvEKoBa>



Jennifer K. Chen, MD [@DrJenChen4kids8 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 [@GLBDallaghan8 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 [@MedEdChat8 hours ago](#)

RT [@DrJenChen4kids](#): [@GLBDallaghan](#) [@Kind4Kids](#) Yes, because they'll eventually need those skills as residents and attendings when they become...



Alliance4ClinEd [@Alliance4ClinEd8 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 [@RJmdphilly8 hours ago](#)

[@AJKleinhex](#) [@GLBDallaghan](#) Yeah that feels about right [#meded](#) [#mededchat](#)



Kristina Dzara, PhD, MMSc [@kristinadzara8 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 [@MedEdChat8 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 [@Kind4Kids8 hours ago](#)

What in medical education is required, obligatory, compulsory, mandatory... vs what is the students' professional responsibility [#MedEdChat](#) [#meded](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@Kind4Kids](#) That's a great question. We tied eval completion to professionalism at my prior place. [#mededchat](#) [#meded](#)



Larry Hurtubise [@hur2busy8 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 [@kristinadzara8 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](#)



Gary Beck Dallaghan @GLBDallaghan8 hours ago

[@hur2buzy](#) 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](#)



MedEd Chat @MedEdChat8 hours ago

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



Melodie Kolmetz, PA-C @AMedTypePerson8 hours ago

[@MedEdChat](#) [@kristinadzara](#) 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](#)



Larry Hurtubise @hur2buzy8 hours ago

[@GLBDallaghan](#) [#mededchat](#) [#meded](#) I wonder if there is a way to do quick cycle formative feedback



A.J. Kleinheksel @AJKleinhex8 hours ago

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>



Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago

[#MedEd](#) [#MedEdchat](#) 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



Gary Beck Dallaghan @GLBDallaghan8 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

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](#)



Rebecca Jaffe @RJmdphilly8 hours ago

[@AJKleinhex](#) [@GLBDallaghan](#) 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>



Larry Hurtubise @hur2buzy8 hours ago

Great idea [@kristinadzara](#) [#mededchat](#) [#meded](#)



Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago

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 [@templeratcliffe 8 hours ago](#)

Replying to [@GLBDallaghan](#) [@AJKleinhex](#) and 2 others

We have a peer observation program [@UTHealthHospMed](#). Formative (not summative). No resistance, but main barriers logistics/time.



A.J. Kleinhessel [@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 visible?



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 [@MedEdChat8 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 [@AJKleinhex8 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 [@hur2buzy8 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 [@OBGaYN8 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](#)