Committee on Gender Equity

Thursday, November 3rd, 2022

3:00PM – 3:50PM

Members Present: Cara Krieg, Melisa Gallo, Pauline Palko, Madeline Gangnes, Brandice Ricciardi, Hannah Kohrn, Diana Collins (filling in for Elizabeth Garcia), Samantha Gurn

Members Absent: Donald Bergmann, Sara Serrano, Elizabeth Garcia, Maria Marinucci

AGENDA

1. Approval of minutes
   * October 2022 minutes for CGE were approved.
2. Introduction of new members
   * Madeline Gangnes is the new faculty member for CGE.
     + Madeline has taken over the faculty member seat from Billie Tadros.
3. Open forum for community members
   * No community members were present for the open forum.
   * Committee members are welcome to join the meetings and bring up topics to discuss.
4. December meeting 12/9 at 11 am.
   * This meeting is on a Friday.
   * If anyone has anything to add to the agenda for the next meeting, please reach out to Cara.
5. Gender and student course evaluations
   * There is a known and researched gender bias in faculty/student course evaluations rankings.
     + Cara shared that studies have found that male faculty evaluations have been rated higher in comparison to their female colleague’s faculty evaluations. In addition, different criteria have been evaluated within written evaluations.
     + Cara will share these research articles with committee members.
   * To account for gender and the biasing factor in faculty evaluations, ways to control for gender on these faculty evaluations were discussed.
     + There could be potential logistical difficulties within changes to the course evaluation system by IT.
     + An idea was proposed about providing a paragraph before students complete the evaluations, including wording such as to focus solely on the faculty member’s teaching. This paragraph could bring mindfulness when completing the evaluation.
       - There was discussion about the uncertainty of if the paragraph will be less effective over time, such as with students skipping over and not reading the paragraph.
   * Pros and cons to bringing this discussion of controlling for gender bias in faculty/staff evaluations to the next steps were discussed.
   * The CGE voted to move forward to find a way to work towards controlling for gender bias in faculty/student evaluations.
   * Cara will go to the Provost’s office about next steps and type up information for Staff Senate.
     + In addition, talking to the CTLE about this topic was discussed.
6. Advertising materials
   * The committee would like to increase the visibility of the Committee on Gender Equity.
   * Sam presented the handout for the CGE that she worked on.
     + Suggestions for editing the handout were provided by various committee members.
       - These suggestions include, but were not limited to, a QR code and considering accessibility when looking at the handout.
     + Sam will update the CGE handout with these new suggestions.
   * Printing the handouts would be the next step when handouts are completed.
     + A budget number is needed for printing.
7. New business
   * During the November 2022 meeting, there was no additional new business.