

From: Council for Gender Equity on the Faculty  
To: Department Heads and Deans  
Re: Considerations for Faculty Evaluation in 2020-2021

Dear Colleagues:

As we continue to address the immediate and long-term effects of the COVID-19 pandemic on our campus, we write to encourage you to guide the faculty evaluation in your academic units in considering how to further CSU's commitment to fair and meaningful evaluations. National data show that evaluations of women, and particularly women of color<sup>[1]</sup>, and women with non-Anglo accents<sup>[7]</sup>, across domains, from teaching<sup>[2][3]</sup>, to publication<sup>[4]</sup> and grant output<sup>[5]</sup> and across purposes, from annual evaluation to promotion and tenure, are negatively biased.<sup>[6]</sup> These biases may be exacerbated during the current crisis, as bias is known to manifest more strongly when evaluations are rushed.<sup>[4]</sup> Since bias against women is evident in academic evaluations during normal times, it seems especially important to remind evaluators and supervisors, including deans, chairs and tenure and promotion committees, to remain mindful of CSU's commitment to gender equity in this time of crisis.

This is especially important given early indications that the scholarly productivity of women on the faculty might be disproportionately affected by the pandemic.<sup>[8]</sup> This might stem from the greater demand for internal service work during the pandemic, work that is disproportionately performed by women, and is generally not highly valued in evaluations, creating the possibility for a doubled negative effect.<sup>[9]</sup> Additionally, in normal times and even more so during this pandemic, women are likely to have more substantial caregiving responsibilities than men.

Following up on Provost Miranda's encouraging message on acceptable uses of student surveys for the Spring 2020 semester, we suggest that participants in 2020 annual evaluations develop a plan for reducing the potential for bias against women in their faculty evaluation procedures. We propose that evaluations deliberately: 1. Reward faculty members who are doing the crucial work that has enabled continuity for the faculty and students at CSU. 2. Take into account the additional labor that faculty are performing during the pandemic instead of maintaining fidelity to norms that were established in a different context.

Finally, we encourage the University to approach 2020 evaluation with a focus on institutional norms, processes and practices. This would provide an opportunity to learn how well our infrastructure, support mechanisms, and other processes held up under an extreme stress test. In the service of this goal, CoGen would welcome efforts to measure the presence and effectiveness of support for faculty members in the transition to remote emergency instruction. We also think it is important to identify ways to offer additional support to faculty members whose research was affected by the implementation of social distancing requirements and the closure of campus.

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