

**Optional SEI Concerns Statement**  
**for Inclusion in Narrative, Digital Measures, and/or other Evaluative Space**  
**Endorsed by Faculty Senate June 7, 2021**

Option 1:

Members of BIPOC and underrepresented (UR) groups are organizing to speak out against the University's ongoing use of unverified, biased methods to evaluate teaching efficacy. We are electing to address concerns about the use of Student Evaluations of Instruction in our narratives. Student teaching evaluations have been shown to reflect only subjective reactions at the moment of collection (Lazos, 2012) which are frequently deindividualized, morally disengaged, and cruel (Lindahl & Unger, 2010). Furthermore, as a [Black person, woman, LGBTQ+ person, immigrant, minority, etc. – writer's choice], I would like all those who review my file to be aware of the documented bias these instruments generate toward people of color, women, and other oppressed groups (MacNell et al., 2014), with these groups consistently being rated more harshly for similar performance by white and male peers. I request that reviewers take this bias into account when issuing their final assessment of my teaching.

Option 2 (Ally's statement):

In solidarity with my black, brown, immigrant, female, and other minority colleagues, and given the University's on-going use of a questionable metric, the Student Evaluations of Instruction (SEI) to measure teaching efficacy, I am electing to address concerns about this instrument in this narrative. Student teaching evaluations have been shown to reflect only subjective reactions at the moment of collection (Lazos, 2012) which are frequently deindividualized, morally disengaged, and cruel (Lindahl & Unger, 2010). Furthermore, these instruments generate documented bias toward people of color, women, and other oppressed groups (MacNell et al., 2014), with these groups consistently being rated more harshly for similar performance by white and male peers. I request that reviewers take this bias into account when issuing their final assessment of my teaching.