

with the University's mission and General Education Program, and desire to support junior faculty.

- b. Optimal size for groups is no larger than 6 (7 with facilitator).
5. As part of the annual review process, supervisors are expected to engage in regular face-to-face meetings with junior faculty to discuss effective teaching strategies and practices.

Vj g'wug'qh'uwf gpv'gxcnvcv'ku'qh'vgej kpi '*UGV'+v'q'o gcuwtg'vgej kpi 'ghhgev'k'gp'guu'ku'eqo o qp." cu"UGV'ctg'eqpxgpl'v'cpf 'kpgzr gpuk'x'v'cf o kpkvgt'cpf "cmqy 'uwf gpw'v'v'j' c'x'g'c'x'q'k'g'k'p' gxcnvcv'kpi 'vj' gk'hcw'm'v'v'v'gej kpi O'Uwf gpv'ctg'v'p'k'w'gn' 'r' qu'kk'q'p'g'f 'v'q' t'g'r' q't'v'q'p'v'j' gk'ercuu' g'zr' g't'k'p'eg'u'c'p'f 'r' g't'egr' v'k'p'u'.'c'p'f 'UGV'r' t'q'x'k'f' g'h'g'g'f' d'c'c'c'n'c'u'y' g'm'c'u'u'k'o' r' n'g'p'w'o' g't'k'c'n'f'eq'o' r' c't'k'u'q'p'u' h'q't'c'f' o' k'p'k'v't'c'v'q't'u'v'q'w'ug' h'q't'k'p'u't'w'e'v'q't' 'c'u'g'u'o' gpv'c'p'f 'gxcnvcv'k'p' '*U'c't'n'f' ('H'f' g'k'u'j' v'c'v.'4236='W'w'i' 4239+0'J' q'y' g'x'g't.'c' 'h'c't'i' g'd'q'f' { 'q'h't'g'u'g'e't'j' 'f' go' q'p'u't'c'v'g'u'y' c'v'UGV'f' q'p'q'v'o' g'c'u'w't'g'v'g'e'j' k'p'i' ' g'h'h'g'e'v'k'g'p'g'u'u'p'q't' 'u'w'f' g'p'v'g'c't'p'k'p'i' 'c'p'f' 'c't'g'k'p'u'v'g'c'f' 'k'p'h'w'g'p'e'g'f' 'd' { 'h'c'e'v'q't'u'w'e'j' 'c'u'v'j' g'k'p'u't'w'e'v'q't'v' ' f'k'ue'k' r'k'p'g.'r'k'ng'c'd'k'k'v'. 'g'c'u'g'q'h'i' t'c'f' k'p'i' . 'i' g'p'f' g't.'t'c'eg.'c'p'f' 'r' j' { 'u'k'c'n'f'c'w't'c'e'v'k'g'p'g'u'u'0

Ki'UGV'y' g't'g't'r'g'g'u'p'v'c'v'k'g'q'h'g'h'h'g'e'v'k'g'v'g'e'j' k'p'i' . 'v'j' g'p'y' g'y' q'w'f' "g'z'r' g'e'v'v'j' go' 'v'q'eq't't'g'r'e'v'g' " r' q'u'k'k'g'n' 'y' k'j' 'u'w'f' g'p'v'c'e'j' k'x'g'o' g'p'v'y' j' k'ej' 'o' c' { 'd'g'o' g'c'u'w't'g'f' "c'u'ue'q't'g'u'q'p' "c'u'g'u'o' g'p'u'c'e't'q'u'i' " f'k'h'h't'g'p'v'g'e'v'k'p'u'q't' 'u'w'f' g'p'v'w'e'g'u'u'k'p' 'u'w'd'ug's' w'g'p'v't'g'r'e'v'g'f' "e'q'w't'ug'u'0'U'w'f' k'g'u'k'p'x'g'u'k'i' c'v'k'p'i' 'v'j' k'u' " t'g'r'e'v'k'p'u'j' k'r' 'j' c'x'g'h'q'w'p'f' "g'k'j' g't'p'q' 'q't' 'p'g'i' c'v'k'g'g'e'q't't'g'r'e'v'k'p' '*L'q'j' p'u'q'p.'4225='h'q't' 't'g'x'k'ey' u.'u'g'g'M'q'p'g'm' ('J' c'w'u'o' c'p.'4238='E'c't'r' g'p'v'g't'4242+0'H'q't'g'z'c'o' r' n'g'<

" U'w'f' k'g'u'k'p'y' j' k'ej' 'u'w'f' g'p'u'y' g't'g't'c'p'f' q'o' n'f' "c'u'k'i' p'g'f' "v'q'x'c't'k'q'w'u'k'p'u't'w'e'v'q't'u'k'p'ec'w'w'u." g'e'q'p'q'o' k'e'u.'o' c'p'c'i' go' g'p'v'q't' 'r'ey' "e'q'w't'ug'u'h'q'w'p'f' "g'k'j' g't'p'q' 'e'q't't'g'r'e'v'k'p' "q't' 'p'g'i' c'v'k'g'g'e'q't't'g'r'e'v'k'p' " d'g'y' g'g'p'UGV'c'p'f' "ue'q't'g'u'q'p' 'u'c'p'f' c't'f' k'g'f' 'v'g'u'u'q'h'v'j' g'o' c'v'g't'k'c'n' '*D't'c'i' c'g'v'c'f'0'4236='E'c't't'g'm'f' (" Y' g'u'v.'4232+0'

" Y' j' g'p' 'e'q'p't'q'n'k'p'i' 'h'q't' 'I' 'R'c' "c'p'f' 'C' E'V' 'ue'q't'g'u' . ['w'p'ng't' (' ['w'p'ng't' 'h'q'w'p'f' 'c' 'p'g'i' c'v'k'g'g't'g'r'e'v'k'p'u'j' k'r' " d'g'y' g'g'p' 'u'w'f' g'p'u' 'e'q'w't'ug' 'g'x'c'n'v'c'v'k'p'u'k'p' 'k'p'v't'q'f' w'e'v'q't' { 'C'ee'q'w'p'v'k'p'i' 'c'p'f' 'u'w'f' g'p'u'v'g'c't'p'k'p'i' " r' g'h'q't'o' c'p'eg'k'p' 'k'p'v'g't'o' g'f' k'c'v'g' 'C'ee'q'w'p'v'k'p'i' 'c'p'f' 'Y' g'k'p'd'g't'i' . 'J' c'u'j' k'o' q'v'q' . ('H'f'g'k'u'j' g't' 'u'j' q'y' g'f' "k'p' " n'c't'i' g' 'u'c'o' r' n'g' 'u'w'f' k'g'u'v'j' c'v' 'u'w'f' g'p'u' 'c'v'i' j' v'd' { 'j' k'i' j' n'f' 't'c'v'g'f' 'r' t'q'h'g'u'q't'u'k'p' 'r' t'g't'g's' w'k'u'k'g'u' 'r' g't'h'q't'o' g'f' " y' q't'ug'k'p' 'h'q'm'y' /w'r' "e'q'w't'ug'u' '*Y' g'k'p'd'g't'i' "g'v'c'f'0'4229=' ['w'p'ng't' (' ['w'p'ng't'.'4225+0

" V'j' g'd'g'u'v'f' g'uk'i' p'g'f' 'u'w'f' k'g'u'q'h'g'h'h'g'e'v'k'g'k'p'u't'w'e'v'k'p' 'h'q'm'y' "o' w'n'k' 'u'g'e'v'k'p' "e'q'w't'ug'u' 'h'q't' 'y' j' k'ej' <3+ 'v'j' g't'g' " c't'g' "o' c'p' { "e'q'w't'ug' 'u'g'e'v'k'p'u' 'y' k'j' 'v'j' g' 'u'c'o' g' "o' c'v'g't'k'c'n' 'c'v'i' j' v' "4+ 'u'w'f' g'p'u' 'c't'g' 't'c'p'f' q'o' n'f' "c'u'k'i' p'g'f' "v'q' " f'k'h'h't'g'p'v'g'e'v'k'p'u' 'c'p'f' 'k'q't' 'v'j' g' 'u'w'f' { "e'q'p't'q'n'i' 'h'q't' 'r' t'k'q't' 'u'w'f' g'p'v'g'c't'p'k'p'i' 'l'c'd'k'k'v'. '5+'c'n'f' 'u'g'e'v'k'p'u' 'c't'g' " c'u'g'u'g'f' 'y' k'j' 'v'j' g' 'u'c'o' g' 'e'g'p't'c'm'f' "c'f' o' k'p'k'v'g't'g'f' "g'z'c'o' 0'k'p' '3; : 3' 'E'q'j' g'p' 'g'v'c'f'0'r' w'd'r'k'uj' g'f' "c'j' k'i' j' n'f' " e'k'g'f' "o' g'v'c'p'c'n'f' 'u'k'u'q'h' 'o' w'n'k' 'u'g'e'v'k'p' 'u'w'f' k'g'u' 'c'p'f' 't'g'r' q't'v'g'f' "c' 'u'o' c'n'f' 'v'q' "o' q'f' g't'c'v'g' '*t'?' "2065+' e'q't't'g'r'e'v'k'p' "d'g'y' g'g'p' 'UGV' 'ue'q't'g'u' 'c'p'f' 'u'w'f' g'p'v'c'e'j' k'x'g'o' g'p'v' '*E'q'j' g'p.'3; : 3+0'J' q'y' g'x'g't.' 'u'w'd'ug's' w'g'p'v' " c'p'c'n'f' 'u'g'u'q'h' 'v'j' k'u'f' 'c'v'c' "c'p'f' 'u'w'd'ug's' w'g'p'v'f' 'c'v'c' 'u'w'i' i' g'u'v'v'j' c'v'v'j' g' 'e'q't't'g'r'e'v'k'p' 'y' c'u' 'c'p' 'c't' 'v'k'h'e'v' 'q'h' 'q'x'g't' / x'c'n'k'p'i' 'u'o' c'n'f' 'u'c'o' r' n'g' /u'k' g' 'u'w'f' k'g'u' 'c'p'f' 'r' w'd'r'e'c'v'k'p' 'd'k'c'u.' 'y' j' g't'g'k'p' 'u'w'f' k'g'u' 't'g'r' q't' v'k'p'i' 'u'c'v'k'u'e'c'm'f' "

C"o qtg'tgegpv'o gvc/cpcn{ uku'qh'pgctn{ '322'o wnk/ugevkqp'uwf lgu'lpf kecvgu'yj cv'UGV'Ingctplpi " eqttgrcvkqp'ku'uo cm'i"? '2034+0Y j gp'r tlqt'uwf gpv'cdkxk{ 'ku'eqpukf gtgf . 'yj g'eqttgrcvkqp'ku' | gtq" *t"? '2028+0*Wwrg. '4239+

C"4238'uwf { 'qh'45.222'UGV'ueqtgu'htqo '6.645'htuv' { gct'uwf gpw'lp'3.399'ugevkqpu'lp'htcpeg" hqwpf 'yj g'eqttgrcvkqp'dgy ggp'UGV'cpf 'hpcn'gzco 'ueqtgu'vq'dg't? '20260Qh'pqvg.'UGV'y gtg" eqo r wuqt { . 'uq'yj g'uwf gpv'tgur qpug'tcvg'y cu'pgctn{ '322' . 'cpf 'yj g'uwf gpw'j cf "dggp'wpcdrq" vq'ugrh/ugrgev'lpvq'f khtgtgpv'ugevkqpu0*Dqtłpi . '4238+0'

"

UGV'ctg'eqpukv'gpv'lp'yj cv'gxcnvcvkqpu'htq'c'i kxgp'lpwtwevt'r qukkxgn{ 'eqttgrcvg'y kj lp'yj g'uco g" eqwtug'cpf 'qxtg'vko g'*Ectr gpvgt.'4242+0Vj ku'ui i guu'yj cv'yj g{ 'tghrgev'uqo gj łpi 'uvcdrq'cdqw'yj g' lpwtwevt0T gugctej 'r qkp'u'vq'c'pwo dgt'qh'hcevtu.'lpnwł łpi <

"

Course Discipline 'o' O wnk rg'uwf lgu'lpf kecvg'yj cv'UGV'ctg'j ki j guv'htq'eqwtugu'lp'j wo cplkku'cpf " rpi wci g'cpf "ny guv'lp'o cyj . 'gpi łpggtłpi . 'cpf 'uelgpeg0C'uwf { 'qh'45: .693'ercuugu'hqwpf "UGV'htq" eqwtugu'lp'pcwcn'uelgpegu'vq'dg'2052'uvcpf ctf 'f gxlcvkqpu'ny gt 'yj cp'htq'yj qug'lp'j wo cplkku'0" Cf f kłkpcn'uwł lgu'j cxg'kf gpv'htgf "gpi łpggtłpi . 'eqo r wgt'uelgpeg. 'cpf 'ej go kux { 'cu'yj g" f gr ctwo gpw'y kj 'ny guv'tcpnłpi "UGV0Cp'cpcn{ uku'qh'UGV'cv'P [W'hqwpf 'yj g'cxgtci g'ueqtg'lp' Gpi rku'j 'vq'dg'60ł; =lp'o cyj 'qpnł '508: '*Wwł nł('Uo kdgtv.'4239+0'

"

Instructor Likeability – Ectr gpvgt'gv'cn*4238.'4235.'423: =t'gxlgy gf 'lp'4242+'f kf "c'ugt'ku'qh" gzt'gtlo gpw'htq'y j lej 'uwf gpw'y cvej gf "c'xkf gq'd { 'cp'lpwtwevt'wulłi 'c'hwgpv'qt'f kuhwgpv'uwł rg." yj gp'y gtg'cungf "vq'guko cvg'j qy "o wej "yj g{ 'ngctpgf "cpf "vq'eqo r ngv'c'v'g'v'qp'yj g'rgewt'g'eqpvgp0' Vj g'hwgpv'lpwtwevt'y cu'tcvgf 'cu'o qtg'qti cplł gf 'cpf 'uwf gpw'lwł i gf 'yj gk'ngctplpi 'vq'dg'j ki j gt." yj qwi j 'v'g'ueqtgu'dgy ggp'i tqw u'y gtg'pqv'uki pkl'ecpwn{ 'f khtgtgpv0'lp'uwf lgu'y j gtg'yj g'lpwtwevt" y cu'cungf "vq'vgcej "c'eqwtug'y kj "-gpvj wulcuo ø'uwf gpw'tcvgf "yj g'lpwtwevt'cu'o qtg'ghgev'kxg." dgwgt'qti cplł gf . 'j cxłpi "c'j ki j gt'ngxgn'qh'npqy ngł i g.'cpf 'wulłi "c'j ki j gt's wcrkł 'vgz'vdqgn=yj g{ " guko cvgf 'j cxłpi 'ngctpgf "o qtg.'f gur kq'gctplłi 'pgctn{ 'kf gpv'ecni' tcf gu0'

"

Vj ku'o ktqtu'yj g'0F t0Hqz'Ghgev'gzt'gtlo gpv'lp'y j lej 'cp'cevqt'y cu'lpwtqf wegf "cu'cp'gzt'gtv'qp" o cyj go cv'eu'cr r n'kf "vq'j wo cp'dgj cxłqt0Vj g'cevqt'y cu'lpwtwevf "vq'i kxg'c'rgewt'g'lpv'gp'v'qpcn{ "

Course Ease - 'O wnr ng'lwflgu'kpf kcvg"vj cv'kputwevqtu'y j q'i tcf g'rgplgpw{ 'tgegkxg"j ki j gt"
cxgtci g'tcvkpi u'vj cp'vj qug'y j q"fq'pqv" F wEgwg"('Mgppg{. '3; : 4="Gku| rgt."4224="Gy kpi ."4234="
I tggpy crf "('I km qtg."3; ; 9c."3; ; 9d="J qm gu."3; 94="Kgn{ "(Ukpi j ."4227="O eRj gtup."4228="

Dcuqy . "UC0'cpf 'O ctv'p. "LNO*4234+"Dku'lp "Uwf gpv'Gxcnwevkpu0Kp<Mkg. 'O GG0'Gf 0"
."Uqelgv' hqt "y g"Vgcej kpi "qh"

Ru{ej qmji {."Y cuj kpi vqp"FE."62/6; 0

Dqt'kpi . 'C0'Qwqdqpk'M0'("Uctm'ROU0*4238-0Uwf gpv'gxcnwevkpu'qh'vgej kpi "o quw' +f q'pqv"
o gcuwtg'vgej kpi "ghgevkpguu0' 2*2+3/330'

<http://doi.org/10.14293/S2199-1006.1.SOR-EDU.AETBZ>

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a Y U g i ¾

Guctg{.'L0'('Xcnf gu.'P 0*4242+'Wpdkcugf .'tgrkcdrg.'cpf 'xcnkf 'uwf gpv'gxcnwcwqpu'ecp'uwkmdg"
wphck0' * :+'3328/33420'

j wr <lf qkQti [110.1080/02602938.2020.1724875](https://doi.org/10.1080/02602938.2020.1724875)

I qgdgn'D0N0'('Ecu j gp.'X00 0*3; 9; +0Ci g.'ugz.'cpf "cwtcewxgpguu'cu'hcevtu'kp'uwf gpv'tcvkpi u"
qh'vgcej gtu<C"f gxgnr o gpv'cn'uwf {0Lqwtpcn'qh'Gf wecvkqpcn'Ru{ej qmji {. '93*7+.'868/8750'
[ht p://dx.doi.org/10.1037/0022-0663.71.5.646](https://dx.doi.org/10.1037/0022-0663.71.5.646)

J co gto guj .'F 00'('Rctngt.'C0*4227+0Dgcw{ 'kp'j g'encuutqqo <lpustwevtuø'r wæj tkwf g'cpf "

O gpi gn'HU'Ucwgtto cpp.'UO'(\ ¼kw'.W0*423; +0I gpf gt'dku'lp'vgcej kpi 'gxcnvcvqpu0'
." *4+'7576788.'[ht ps://doi.org/10.1093/jeea/jvx057](https://doi.org/10.1093/jeea/jvx057)

P chwv'p.'F O 0'Y ctg.'LOGO'(\ 'F qppgm'.HC0Vj g'F qevqt'Hqz'rgewt g<'C'r ctcf ki o 'qh'gf wecvkqpcn'
ugf wecvkq0Lqwtpcn'qh'O gf kecn'Gf wecvkq'6: *9-<852/70F QK10.1097/00001888-197307000-
[00003](https://doi.org/10.1097/00001888-197307000-00003)

Tcf ej gpmq.P O*4242+0Uwf gpv'gxcnvcvqpu'qh'vgcej kpi <'Wpk lo gpukqpcrv\.'uwlgevxkv\.'cpf "
dkcugu0 *8+'76; /7880j wr <lf qkqti [10.1080/09645292.2020.1814997](https://doi.org/10.1080/09645292.2020.1814997)

Tqugp.'C0U0*423: +0Eqttrv'qpu.'t gpf u'cpf 'r qv'pvcn'dkcugu'co qpi 'r wdrkn' "ceeguukng'y gd/
dcugf "uwf gpv'gxcnvcvqpu'qh'vgcej kpi <'c'rti g/uecn'uwf { "qh'TcvO { Rtqhguaqtu0qo "f cvc0'
." *3+'536660'

[ht ps://doi.org/10.1080/02602938.2016.1276155](https://doi.org/10.1080/02602938.2016.1276155)

Ucpej gl.'E0C0'(\ 'Mj cp.'U0*4238+0Kpvt wevt 'ceegpv'lp'qpn'g'gf wecvkq'cpf 'vj gk'ghgev'qp"
ngctpl'pi 'cpf 'cvkwf gu0 *7+'6; 667240'

[ht ps://doi.org/10.1111/jcal.12149](https://doi.org/10.1111/jcal.12149)"

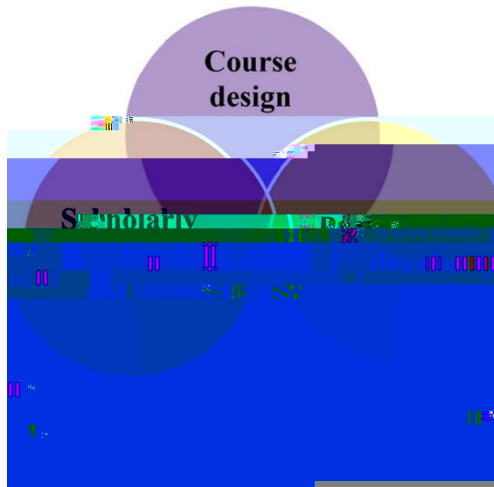
Uko qpuqp.'UOT0'Gctn'D0'(\ 'Hct {.'O 0*4244+'Guxdrkuj kpi 'c'htco gy qtn'ht'cuugu'kpi 'vgcej kpi "
ghgev'xgpguu0E <4+'386/3: 20j wr <lf qkqti [10.1080/87567555.2021.1909528](https://doi.org/10.1080/87567555.2021.1909528)

Ur tkpmg.'LOG0*422: +0Uwf gpv'r gtegr v'qpu'qh'ghgev'xgpguu'<'cp'gzco kpcv'qp'qh'vj g'kphw'peg'qh"
uwf gpv'dkcugu0 .'64*4+'4: 8/

qpgu."õ'y j lej 'wug']UG_'gxf gpeg'vq"-awo "wø'qwt'qxtcm'r gthqto cpeg'qt'wvwwu'vq'f gekf g'cdqw"
qwt"cppwcn'lo gtr'c{.'r tqo qvqp.'cpf "vgpwtg0"J qy gxtg."UGU'ku'vj g'ukpi ng'v{r g'gxf gpeg'vj g'UW'
hcewM{ 'j cpf dqm'itgs wktg'hcewM{ 'vq'kpenmf g'kp'c'vgpwtg'cpf 'r tqo qvqp'f quukgt0"kp'cf f kkp." "
o cp{ 'f gr ctwo gpw'tgs wktg'hcewM{ 'vq'kpenmf g'qt'tghgtgpeg"UGU'cu'r ctv'qh'vj g'cppwcn'itgxlgy " "
rtqegu0"K'ku'cnuq'r tqdrgo cvk'vq'r tkxkpi g'UGU'dgecwug'qh'vj g'r qvwpvkn'dlcugu'vj cv'kphwpeg"
vj go =vj gug'ctg'uwo o ctk gf 'd{ "cpqj gt'uwdeqo o kwgg0""Vj gtghqtg." "UW'uj qwf 'pqv'r tkxkpi g'UG"
cu"qh'vj g'o quv'ko r qvcpv'vqqu'hqt'gxcnvcvpi 'vgej kpi "Dgtm"4227="Ectr gpvgt."Y kj gtd{.'(" "
Vcwdgt."4242="Uko qpuqp.'Gctn"('Htct{."4244="Uj cq.'Cpf gtuqp.'('P gy uqo g."4229="Uctm
Y tqdrgy unk'Cj rgtkpi .('Dtkm"4229+0"Dgecwug'k'f qgu'pqv'uggo 'hgcukdrg'hqt'UW'vq'cdcpf qp"UGU"
cnqi gjj gt.'vj ku'uwdeqo o kwggau'uw o ct{ 'y km'hqewu'qp'rkgtcwtg'vj cv'qhhtu'utcvgi kgu'hqt'3+" "
tgf wvki 'vj g'y gki j v'qh'UGU'qt."cv'rgcuv."dgwgt'dcncpekpi 'k'y kj "qvj gt'r quukdrg'hqto u'qh'gxf gpeg"
hqt'gxcnvcvpi 'vgej kpi "g0 0"J qtpungkp."4239+"cpf "4+"i cvj gtpi 'uwf gpv'gxcnvcvqp'f cv'vj cv'
dgwgt'tghrgev'vj g'f kxgtug'wugu'qh"UG0Uwf kgu'tgeqo o gpf "uqo g""eqo o qp"gxcnvcvqp'vqqu'vj cv'
o ki j v'ugt'xg'cu'cngt'pcv'k'gu'qt'uw r ngo gpw'vq'uwf gpv'gxcnvcvqpu<ugrh/gxcnvcvqp."cf o kpkutcvkqp"
gxcnvcvqp."r ggt"gxcnvcvqp."vgej kpi 'r qt'v'hrkq."uwf gpv'kpvgt'xkgy u."enc'utqo "xkuku."cnwo pk"
tcvki u."go r m{gtu)'tcvki u"*cpf "lqd'r gthqto cpeg'f cvc+"uej qmctuj kr "cev'k'k'kgu"*dqj 'kp'vgej kpi "

ΚΟΓ γυϊ κπκπϊ 'Hcewm{ 'Gxcnwcκqp'O γυϊ qf u"

Uko qpuqp.'Gctn'cpf 'Hct { '%4244+'uwi i guv'yj cv'yj g'gxcnwcκqp"qh'hcewm{ 'vgej kpi 'pggf u"vq" kpxqκg'o γυϊ qf u"yj cv'cnuq"o cng'r quukdng"yj g"cuuguuo gpv'qh'uwf gpv'rgctpκpi 0Vj g{ 'eqpukf gt"yj g" eqo r rnzκ{ "qh'teaching and learning.'f gxgnr gf "c'hqwt/grgo gpv'vgej kpi "ghgeκxpggu"vqqn" uj qy p'kπ'yj g'hqmqy kpi 'hki wt g<"



Uqwteg<Hki wt g"40Uko qpuqp."UOT0"Gctn"D0"('Hct {.'O 0%4244+0Guvcdrκuj kpi "c'htco gy qtnihqt" cuuguκpi 'vgej kpi 'ghgeκxpgguo . *4+.386/3: 20

Vj g{ 'vq" f gxgnr "c'twdtκe"cpf 'uwi i guv"e"eqo r tgj gpukκg"cr r tqcej "vq"yj g"v{ r gu"qh"gxκf gpeg"yj cv" ecp"dg"vugf "vq" f go qpυtcvκ'uwf gpv'rgctpκpi "cu'y gml'cu"qyj gt"grgo gpv'qh"vgej kpi "ghgeκxpgguo" Vj g{ 'uwi i guv'vukπi 'syllabi, course assignments, student work samples, and course design tableu"vq"cuuguu"eqwtug" f guki p0Vj g{ 'uwi i guv'vgej gt u"ko r rgo gpv'gxκf gpeg/dcugf 'r tceκegu"vq" f go qpυtcvκ"uej qκrtκ{ 'vgej kpi . 'y j lej "ecp"dg"cuuguκf "vukπi . 'hqt"gzco r r g."peer evaluation, and class observation"Uko κκrtκ{ . 'syllabi, course assignments, and peer observation"ecp"dg"vugf "vq" cuuguu"kh"yj g"vgej kpi "vugu"e"rgctpκt/egpvtgf "cr r tqcej 0Vj g{ "cnuq"r qkπv"qww"vq"vug"qh" hqt" gzco r r g."mid-term survey."and reflection on course evaluation"cu"gxκf gpeg" hqt "eqpκpκwκw" vgej kpi "ko r tqxgo gpv0C"eqo r rvg"twdtκe"ku"uj qy p'kπ" hki wt g"5" kπ"yj ku"t gugctej 0Rgtj cr u'hcewm{ " j cpf dqqn'cpf 'f gr ctwo gpv"V"('R'r qκκκgu"uj qwf 'r tqxκf g"e"o qt g" f gvκκgf "hku"qh"uwi i guvκf "kgo u" hqt" f go qpυtcvκπi 'vgej kpi "ghgeκxpgguu"vq"gpυwt g"yj cv'hcewm{ "eqpukf gt" kπenw{ kpi "o cvgtκcnu"yj cv" ur gcm'vq"eqwtug" f guki p'cpf 'rgctpκpi 0'

Nkng'Uko qpuqp.'Gctn'cpf'Htct{'.'ugxgtcn'qjy gt'tgugctej gtu'cuugtvgf 'vj cv'vj g'f go qputcvkqp"
cpf "f'kuewukqp"qh'rgctplki "qweqo gu'o ki j v'r tqxkf g"o qtg'ceewtcvg'kphqto cvkqp'tgi ctf lpi "c"
hcewmx 'o go dgt'v'gcej lpi "ghgevxgpguu0Vq'vj ku'gpf.'.Cpf gtu'r tqr qugf 'wulpi **focus groups and
role-play**'v'qunek'v'o qtg'ecpf kf "cpf "f'gwckgf 'tghgevxkpu'htqo 'uwf gpvu'cdqww'vj gk'rgctplki 'kp"c"
eqwtug0'Dqtej .Uc'p'xqm'cpf'Tkuqt'cf xqecvgf "c'uko kct'v'r g'qh'vqqn'd{' 'uwi i gukpi 'vj cv'hcewmx "
eqmcdqtcvg'y kj 'uwf gpvu'v'etgcvg"**dialogue-based evaluation methods.**"J qy gxgt.'vj g'Dqtej ."
Uc'p'xqm'cpf'Tkuqt'tgugctej gf 'y cu'eqpf wevgf 'kp'P qty c{'.'cpf 'vj gk'r tqr qugf "o gj qf 'tckugu"
ko r q'v'p's wguv'kpu'tgi ctf lpi 'vj g'tguqwtegu'pggf gf "v'gzgewg'k0"Ncuwx'.Uctm'Y tqdngy unk"
Cj ngtlpi .cpf'Dtkm'uwi i guv'vj cv'hcewmx 'eqpf wev'**pre- and post-assessments of students'
knowledge of a course-related topic**'v'o gcuwtg'uwf gpv'rgctplki 0"

KKORggg'Qdugtxcv'kpu'Eqpegtpu'

Cnj qwi j 'ugxgtcn'qh'vj g'chqtgo gpv'kqpgf 'uwf lgu'cuugt'v'vj cv'r ggt'ucvgo gpv'v'ldugtxcv'kpu"
cpf "em'u'tqqo 'xkuku'ecp'j grr "o kki cvg'vj g'dku'cpf "qjy gt'r tqdngy u'y kj 'uwf gpv'gxcwcv'kpu."
Dgtm'tgxgcn'vj cv'o quv'hcewmx{'ctg'tgukv'p'v'vj go "dgecwug'vj gk'r q'v'p'v'cn'ht'k'dku.'wphck'pguu."
cpf 'kpceewtce{0'k'p'ggf . 'vj g't'ku'oeqpu'g'p'uwö'kp'cecf go k'vj cv'ör ggt'q'dugtxcv'kqp'f'cvc'uj qwf "dg"
wugf "hqt'hqto cv'xg"]qt'f'gxgnr o g'p'v'cn'tcvj gt'vj cp'uw o cv'xg'f'gekuk'p'u0[gv."o cp{'f'gr ctvo g'p'u"
cv'UW'tgs wktg'hcewmx 'v'k'p'ewf g'r ggt'q'dugtxcv'kpu'kp'vj gk't'v'pwtg'cpf 'r tqo q'v'kqp'cr r'k'ecv'kqp0"
k'p'ggf .U0 0I qif lpi "cpf 'Rj kkr r 'M'cgo gt's wguv'kqp'y j gj gt'r ggt'q'dugtxcv'kpu'ecp'k'p'ht'k'pi g'qp"
cecf go k'ht'ggf qo =vj g'tghqtg.'qwt'uwdeqo o k'wgg'o ki j v'tgs wguv'vj cv'vj g'Ugpcvg'Ceef go k"
Ht'ggf qo "cpf 'Vgpwtg'E'q'wgf qo ! "UW'tgs wktg'hcew tggf cv'UW g

vj ku'lphto c'kqp="5+'eqo r ng'kpi "gxcn'w'kqpu'cv'o wnr rg'vko gu'yj tqwi j qw'yj g'ugo guvgt "vq'iko kv'yj g"
 pgi c'kxg"gh'gev'qh'h'cw'w' "o go qt { "dg'yj g'gpf "qh'ugo guvgt 0 **They also admit that all these
 methods may not be able to solve the biases with student evaluations.** Vj g{ "uwi i guv'yj g"
 hqmjy kpi "cngt'pc'kx'gu'r ggt "gxcn'w'kqpu'ldugt'xc'kqp="uwf gpv'k'p'vgt'x'kgy "d{ "cf o k'p'k'w'c'v'q'tu="v'gcej kpi "
 r qt'v'k'k'q'k'p'en'w'f kpi "q'p'g'u'v'gcej kpi 'r j k'q'u'q'r j { . "u{ m'c'dk "gz'co r ng'rg'u'q'p'u. "cu'ki po gp'u. "cpf "i t'cf kpi "
 t'v'd't'k'e="hqmjy /w' "cu'gu'uo gpv'c'd'q'w'w'w'f gp'u) 'h'g'c't'p'k'p'i "q'w'e'q'o gu'*g'f 0' r g't'h'q'to c'p'eg'k'p' 'r'c'v'g't "
 eqw't'ug'u+

Uwo o ct { "qh'T'geqo o gpf c'k'q'p'u"

- o UW'j c'p'f d'q'q'n'l'uj q'w'f "r'k'u'v'c'x'c't'k'g'v' { "q'h" 'g'x'k'f g'p'eg' 'h'q't 'h'c'w'w'w' { "v'q' 'e'j q'q'ug' 'h'q'o . 't'c'y' g't 'y' c'p'"
 t'g's w'k'l'k'p'i 'u'r g'e'k'h'e' 'v' { r gu'0
- o V' { r gu'q'h'g'x'k'f g'p'eg' 'u'j q'w'f "k'p'en'w'f g' 'd'w' 'p'q'v' 'd'g' 'h'o k'v'g'f "v'q' < "
 u'g'h' / g'x'c'n'w' 'k'q'p. "
 c'f o k'p'k'w'c'v'k'q'p "g'x'c'n'w' 'k'q'p. "
 h'c'w'w'w' { "e'q'o o k'w'g'g'a' "g'x'c'n'w' 'k'q'p
 r ggt "g'x'c'n'w' 'k'q'p. "

vgcej kpi 'y kj 'r tgor quv'ngctpkpi 'o gcuwtgu0
. *6+.'625/6370'

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