PETITION FOR SENATE ACTION ON GENDER BIAS AGAINST WOMEN FACULTY
IN STUDENT-BASED COURSE EVALUATIONS

WHEREAS, the Academic Senate has recently formed a task force to evaluate and make
recommendations to improve Saint Mary’s College’s student-based course evaluation process,
questions, and forms;

WHEREAS, there is well-documented research demonstrating that student-based course
evaluation questions, processes and forms result in gender biased evaluations of women faculty;¹

WHEREAS, there is well-documented research demonstrating that student-based course
evaluation questions, processes and forms result in racial-ethnic biased evaluations of women
faculty of color;²

WHEREAS, the above makes clear that reducing gender bias against women faculty needs to be
an essential, specific focus of any revision of student-based course evaluation questions,
processes, and forms;

NOW THEREFORE, the undersigned request the Academic Senate to charge the above-
referenced task force to investigate the issue of gender bias against women faculty in Saint
Mary’s College’s evaluation questions, processes and forms, and make specific
recommendations to the Academic Senate for how to address such bias.

SEE ATTACHED EMAIL SIGNATURES

¹ For instance, in larger classes and traditional lecture-style classes, gender stereotypes and expectations regarding
qualities associated with leadership tend to lead to lower performance evaluations for female faculty members
(Martin, 2013). Langbein (1994) found that students with low grades tend to penalize female faculty members more.
Many studies (Andersen & Miller, 1997; Dion, 2008; Freeman, 1994) found that perceptions of global effectiveness
for female instructors required both authority/competence and feminine qualities such as “nurturing” and
“accessibility”, whereas male faculty members only needed to be perceived as authoritative/competent. In a study
involving online courses, professors believed to be male were rated higher in promptness for identical turn-around
times for graded work when compared to professors believed to be female (MacNell et al, 2014).

² Gender and race often intersect to impact evaluations (Hamermesh & Parker, 2005). As a consequence,
evaluations of female faculty of color can be impacted in complex ways depending on the topic they teach and
teaching style (Sampaio, 2006; Hendrix, 1998; Anderson & Smith, 2005).
PETITION SIGNATORIES AS OF 4/7/15 6:15 PM:

Aeleah Soine
Berna Aksu
Claire Williams
Cynthia Ganote
Cynthia Van Gilder
Ellen Veomett
Felicia Martinez
Frances Sweeney
Gloria Aquino Sosa
Barbara McGraw
Gretchen Lemke
Jennifer Heung
Maria Ruiz
Marie Pagliarini
Mary True
Molly Metherd
Monica Fitzgerald
Myrna Santiago
Rebecca Concepcion
Shawny Anderson
Zeynap Atalay
From: Aeelah Soine <ahs3@stmarys-ca.edu>
Subject: Fwd: Faculty Women's Group: Petition to Senate from Faculty Women's Group
Date: April 6, 2015 at 12:45:48 PM PDT

Please add my name to the petition list.
Thanks for doing this!
Aeelah

Aeelah Soine, Ph.D.
Assistant Professor of History
Saint Mary's College of California
1928 St. Mary's Road
Moraga, CA 94556
From: Berna Aksu <bp4@stmarys-ca.edu>
Subject: Fwd: Faculty Women's Group: Update on Petition
Date: April 6, 2015 at 3:40:17 PM PDT

Please include my name as a signer on the 'Petition for Senate Action on Gender Bias Against Women Faculty in Student–Based Course Evaluations.'

Thanks,

Berna P. Aksu
Chair, Management Department
Stull Professor of Entrepreneurship
Director, Center for the Regional Economy
School of Economics and Business Administration
St. Mary's College
Moraga, CA 94556

(206) 356-6264
bp4@stmarys-ca.edu

Connect with me on LinkedIn:
http://www.linkedin.com/pub/berna-aksu/2/a64/a35

--------- Forwarded message ---------
From: Monica Fitzgerald <mdf1@stmarys-ca.edu>
Date: Mon, Apr 6, 2015 at 3:36 PM
Subject: Faculty Women's Group: Update on Petition
To: Berna Aksu <bp4@stmarys-ca.edu>
From: Claire Williams <cmw9@stmarys-ca.edu>
Subject: Senate Petition to Review Gender Bias in Course Evaluations
Date: April 6, 2015 at 4:38:48 PM PDT

Please include my name as a signer on the 'Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations'.

Thank you kindly for helping to organize this effort!

Claire

---
Claire M. Williams, PhD
Assistant Professor
Department of Kinesiology
Saint Mary's College of California
From: Cynthia Ganote <cmsg3@stmarys-ca.edu>
Subject: Fwd: Faculty Women's Group: Petition to Senate from Faculty
Women's Group
Date: April 6, 2015 at 3:48:37 PM PDT

Please include my name as a signer on the "Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations."

best,
Cynthia Ganote
From: Cynthia Van Gilder <cvangild@stmarys-ca.edu>  
Subject: Petition Signature  
Date: April 6, 2015 at 5:44:27 PM PDT  

"Please include my name as a signer on the 'Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations'."

Thank you!
CVG

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Cynthia Van Gilder, PhD  
Associate Professor, Department of Anthropology  
Director of The Advising Office (TAO)  
Saint Mary's College of California
From: Ellen Veomett <erv2@stmarys-ca.edu>
Subject: Senate petition
Date: April 6, 2015 at 3:24:28 PM PDT

Please include my name as a signer on the "Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations."

Sincerely,
Ellen

Dr. Ellen Veomett
Associate Professor of Mathematics
Saint Mary's College of California
https://sites.google.com/a/stmarys-ca.edu/ellen-veomett/
I would like to add my name to the petition to consider gender bias in the new review of teaching evaluations. I am:

Felicia Martinez, Assistant Professor, Integral

Best,
Felicia

--
Felicia Martinez
Integral Liberal Arts
Garaventa 113
Saint Mary's College of California
Hi. Please add my signature to the petition to review gender bias in course evals.

Thx!
Frances

Sent from my iPhone
From: Gloria Aquino Sosa <gas6@stmarys-ca.edu>
Subject: Gender Bias Petition
Date: April 6, 2015 at 5:25:11 PM PDT

"Please include my name as a signer on the 'Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations'."

Thank you,
gloria

Gloria Aquino Sosa, Ph.D, LPC, NCC
Saint Mary's College of California
Kalmanovitz School of Education
Counseling Department Assistant Professor &
Coordinator College Student Services & Career Specialization
Faculty Co-Director, SMC High Potential Program
http://stmarys-ca.edu/ hp
http://counseling-csj.org/

"Knowing yourself is the beginning of all wisdom." Aristotle
"To be yourself in a world that is constantly trying to make you
something else is a great accomplishment" Ralph Waldo Emerson

This communication/any file transmitted with it may contain
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Electronic communications are not encrypted; their confidentiality
cannot be guaranteed.
From: "Barbara A. McGraw" <bmcgraw9@mac.com>
Subject: Petition
Date: April 6, 2015 at 4:30:35 PM PDT

Please include my name as a signer on the 'Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations'.

Best,

Barbara
Barbara A. McGraw, J.D., Ph.D.
Professor, Social Ethics, Law, and Public Life
Director, Center for Engaged Religious Pluralism
www.engagedpluralism.org
Saint Mary's College of California
(925) 997-0333 (cell)
(925) 631-4061 (office)
From: Gretchen Lemke <glemke@stmarys-ca.edu>
Subject: Hi Barbara, Please sign my name to the gender bias/course evaluation petition. Best, Gretchen
Date: April 7, 2015 at 7:23:43 AM PDT
To: bmcmgraw@stmarys-ca.edu
From: Jennifer Heung <jheung@stmarys-ca.edu>
Subject: Re: revision of course evaluation form
Date: April 7, 2015 at 5:35:51 PM PDT

I noticed that I never responded to the petition to have the senate review gender bias in the course evaluations. Please include my name on the petition!

Hope all is well with you!
Best,
Jennifer

Jennifer D. Heung, PhD
Associate Professor
Chair, Department of Anthropology
Saint Mary's College of California
1928 Saint Mary's Rd
Moraga, CA 94575-3528

Office (925)631-8322
From: Maria Ruiz <mlruiz@stmarys-ca.edu>
Subject: Fwd: Faculty Women's Group: Petition to Senate from Faculty
Women's Group
Date: April 6, 2015 at 11:47:47 AM PDT

I support this petition.
Best,
María Luisa Ruiz
******************************************************************************
María Luisa Ruiz, Ph.D.
Associate Professor of Spanish
Language Placement and Proficiency Coordinator
Department of Modern Languages
Director, Global and Regional Studies
Saint Mary's College of California
Dante 301
925/631-4568

Office Hours, Spring 2015
12-1 (T/TH)
3-5 (TH)
(W) by appointment only
*I will administer proficiency exams in Spanish only on Wednesdays*

For information about the Saint Mary's Language Requirement, see:
http://www.stmarys-ca.edu/modern-languages/language-placement-exam

--------- Forwarded message ---------
From: Monica Fitzgerald <mdf1@stmarys-ca.edu>
Date: Mon, Apr 6, 2015 at 11:07 AM
Subject: Faculty Women's Group: Petition to Senate from Faculty
Women's Group
To: Maria Ruiz <mlruiz@stmarys-ca.edu>

Faculty Women's Group » Forums » News forum » Petition to Senate from
Faculty Women's Group

Petition to Senate from Faculty Women's Group
by Monica Fitzgerald - Monday, 6 April 2015, 11:05 AM

PetitionReBias.pdf
Dear Faculty Women's Group,
Members of the group have been working on drafting a petition to the
Senate regarding teaching evaluations. The Senate is forming a
committee to review the issues of teaching evaluations, and we want to
make sure they include issues of gender bias as they look at
redesigning evaluations.
We need to get signatures on the petition and get this to the Senate Executive Committee before their Wednesday meeting. If you would like to sign the petition, please email Barbara McGraw at bmcgraw@stmaryscal.edu

The petition is attached and can also be found on the Faculty Women's Group moodle site. You are receiving this message because you have been added to the moodle site. Please let others know who may be interested in signing it (and let them know to email Monica to be added to the moodle site)

See this post in context

Change your forum digest preferences
From: Marie Pagliarini <mariepagliarini@gmail.com>
Subject: petition
Date: April 6, 2015 at 5:00:33 PM PDT

Please include my name as a signer on the "Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations."

best,
Marie Pagliarini
From: Mary True <mtrue@stmarys-ca.edu>
Subject: Re: Evals
Date: April 6, 2015 at 4:12:26 PM PDT

Please include my name as a signer on the "Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations."
From: Molly Metherd <mmetherd@stmarys-ca.edu>
Date: April 6, 2015 at 4:02:19 PM PDT

"Please include my name as a signer on the 'Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations' ."
Best, Molly Metherd
From: Monica Fitzgerald <mdf1@stmarys-ca.edu>
Subject: petition
Date: April 6, 2015 at 4:28:41 PM PDT

Please include my name as a signer on the 'Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations'.

Monica D. Fitzgerald
Associate Professor
Justice, Community & Leadership Program
Saint Mary's College
Galileo 211A, 925-631-4605
From: Myrna Santiago <msantiag@stmarys-ca.edu>
Subject: Evaluations
Date: April 6, 2015 at 8:40:43 PM PDT
To: bmcgraw@stmarys-ca.edu

"Please include my name as a signer on the 'Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations'."

Thanks,
Myrna

---

Professor Myrna Santiago
Saint Mary's College of California
1928 St. Mary's College Road
Moraga, CA 94575

(925) 631-4606
From: Rebecca Concepcion <ryc1@stmarys-ca.edu>
Subject: Re: Petition to Senate for Faculty Women's Group
Date: April 6, 2015 at 3:48:19 PM PDT

Please include my name as a signer on the "Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations."

Thank you,
Rebecca

Rebecca Concepcion, PhD
Associate Professor, Kinesiology
Saint Mary's College of California
Association of Applied Sport Psychology (AASP) Secretary-Treasurer
1928 St. Mary's Rd.
Moraga, CA 94575
Ph. 925-631-4387

Saint Mary's College Email: ryc1@stmarys-ca.edu
AASP Email: reb.concepcion.aasp@gmail.com
From: Shawny Anderson <sanderson@stmarys-ca.edu>
Subject: evaluation petition
Date: April 7, 2015 at 5:33:55 PM PDT

Please include my name as a signer on the "Petition for Senate Action on Gender Bias Against Women Faculty in Student-Based Course Evaluations."

---Shawny Anderson
Hi Barbara,

Please add my name to the petition. Thank you for putting it together!

Zeynep Atalay

---

Zeynep Atalay, PhD
Assistant Professor of Sociology
St. Mary's College of California
1928 Saint Mary's Road
Moraga, CA 94556
Email: za4@stmarys-ca.edu
http://www.stmarys-ca.edu/sociology