UMass Amherst

MSP MSP <msp@umass.edu>

Requesting your feedback on new holistic teaching evaluation guidelines

1 message

MSP <msp@umass.edu> Fri, Sep 25, 2026 at 1:37 PM
To: All Unit Email List <allunit@groups.umass.edu>

Dear colleagues,

It was agreed in the last round of bargaining that the MSP and the administration would convene a labor/management committee to jointly develop holistic teaching evaluation guidelines in consultation with relevant constituencies. Attached are the guidelines developed jointly by that committee last year. The proposed guidelines incorporate feedback received from a relatively small number of faculty on a preliminary draft (dated 4/23/26), solicited from MSP Department Representatives. At this time, we are soliciting your final feedback on the proposed guidelines via this all-unit email.

The guidelines recommend three complimentary sources of evidence to be interpreted collectively, with comparable weight. They further strongly advise evaluators that no single source of evidence should be used in isolation or treated as determinative. This guiding principle addresses the well-known biases – particularly in student evaluations (e.g., SRTIs) – that can potentially harm a faculty member's advancement in terms of personnel actions (e.g., reappointment, tenure, promotion, continuing appointment).

With regard to biases in student evaluations, an additional mitigation is currently in development by a team from Education Policy, Research & Admin in the College of Education led by Prof. Stephen Sireci. The administration has advised us that the development and testing of a new student evaluation instrument should be completed and reviewed by the end of this academic year for implementation in the 2027-28 academic year.

In the meantime, we invite you to read the attached proposed holistic teaching evaluation guidelines and let us know:

- What are your concerns, if any, about the proposed guidelines?
- Do you have any suggestions for improving the guidelines?

Please use this Google Form Survey link to **share your feedback[1] with us by October 15th**:

https://forms.gle/93K2yyXAuEzRRguTA

In solidarity,
Jacquie Kurland and Marc Liberatore

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[1] Note that we will only share de-identified information with the administration

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HTE Guidelines September 2026.pdf
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