



Fairness and Equity in Assessment Task Force: Guideline Development Group

February 25, 2021

2-3pm Virtual meeting - Zoom

Agenda

The Charge

The Guideline Development Group Role

Introductions

Group Repository

Concerns/Issues

Work for Next Two Weeks

Questions, Comments, Suggestions

The Charge

The Task Force is charged with establishing a set of guidelines for UF faculty, instructors, staff, and administrators to help ensure fairness and equity in assessment in all contexts at the university. The guidelines must address fairness and equity in the entire assessment process, including development, opportunity to learn, administration, scoring, score interpretations, and the evaluation of the measurement properties of the assessment.

Guideline Group

Guideline Development Group

Work with David Miller and Teresa Mutahi to develop the guidelines and review the recommendations from the model development group, and where mutually agreeable, implement the recommendations to modify the guidelines.

Introductions

Name

Unit and Position

Most pressing fairness and equity issue at UF

Group Repository

Options:

TEAMS

https://teams.microsoft.com/_#/school/files/General?threadId=19%3A7a05445927214oecb5bdoaeb624e5a9a%40thread.tacv2&ctx=channel&context=FEA%2520Guidelines%2520Group%2520Collaborative%2520work&rootfolder=%252Fteams%252FFairnessandEquityinAssessmentGuidelinesDevelopmentGroup%252FShared%2520Documents%252FGeneral%252FFEA%2520Guidelines%2520Group%2520Collaborative%2520work

Dropbox

<https://www.dropbox.com/s/c1x2ok1x16df6sq/guidelines%20group%20working%20document.docx?dl=0>

Google Doc

https://drive.google.com/drive/folders/13c4P-4dPwyO_BfkDAJ1_OJkYDnQIJ_Kr?usp=sharing

FAIRNESS AND EQUITY ISSUES

- Heavy use of student evaluations for faculty decisions, with biases in such evaluations for faculty of color and women
- Emphasis on standardized tests for student admissions with uniform requirements across colleges, despite knowing that such test scores can be influenced by lack of access to resources- e.g. GRE
- Internal research assessments (e.g., for SEED funds) lacking transparency and fairness for faculty, which is particularly problematic when underrepresented faculty rarely receive these funds
- Biases toward students, staff, and faculty of color that range from BIPOC physicians and faculty being mistaken for custodial staff and Black students being less likely to receive A grades even when controlling for performance factors
- Inconsistent grading and assignments in and across UF classrooms and programs, with some units finding evidence of bias against black students in course grades
- Inadequate faculty training in assessment and fairness
- Lack of time for instructors to develop and evaluate assessments

FAIRNESS AND EQUITY ISSUES

- Disparities in technology use and access that affect student differently based on their financial status and living arrangements
- Disparities in assessment administration conditions (e.g., student home environment differences; issues in using proctoring services under different assessment conditions)
- Balancing the need for uniform grading of students with the desire for assessment of higher-level constructs
- Barriers in classroom assessment for students with English as a second language
- Lack of transparency in assessments
- Lack of diverse reviewers of student work, leaving the work of underrepresented students being evaluated by reviewers from the dominant culture
- Reliance on external board exams /licensure by some programs/colleges leaving little room to address equity and fairness issues on final assessments

FAIRNESS AND EQUITY ISSUES

- Other Concerns or Issues

Work for Next Two Weeks

- **Define areas for Guidelines**
 - Guideline areas may include activities (e.g., assessment development) or types of assessment (e.g., admissions testing) or other areas
- **Contribute to discussion of defining areas for Guidelines**
- **Select an area that you want to work on specific guidelines**
- **Come to next meeting to collaboratively work on specific guidelines in one area**



Questions?

Comments?

Suggestions?

Next Meeting on Thursday March 11th 2-3pm