

## **Tennessee Tech Faculty Senate Resolution on Faculty Compensation**

**Whereas** the mission of Tennessee Tech University is to deliver enduring education, impactful research, and collaborative services; and

**Whereas** these goals are only achievable through the partnership of Tennessee Tech faculty with students, alumni, staff, administrative leadership and the Board of Trustees; and

**Whereas** faculty of Tennessee Tech deserve fair compensation for time and labor as well as opportunities for compensation adjustments including

# Tennessee Tech Faculty Senate Resolution on Faculty Compensation

## Citations

American Sociological Association, 2019, Statement on Student Evaluation of Teaching (<https://www.asanet.org/press-center/press-releases/reconsidering-student-evaluations-teaching>).

This position statement summarizes peer-reviewed studies showing that student evaluations of teaching (i.e., IDEA evaluations) demonstrate gender and racial bias. Merit-based compensation should not be based on these metrics.

Effective Evaluation of Teaching: A Guide for Faculty and Administrators, edited by Mary E. Kite. Washington, DC: Society for the Teaching of Psychology. 40-49 in

Mitchell, Kristina M. W., and Jonathan Martin. PS: Political Science and Politics 51(3):648-652

Rivera, Lauren A., and András Tilcsik. 2019. Gender Bias, and the Architecture of 84(2):248 274.

Smith, Bettye P., and Billy Hawkins. 2011. College Journal of Negro Education 80(2):149-162.

## Appendix I

Video demonstrating the lack of relationship between merit-based compensation and