# **Actionable**, **fair-minded**, and **concrete feedback**

The most valuable feedback for instructors and their academic departments is **actionable**, **fair-minded**, and **concrete**. The University of Oregon is unusual in that it is piloting a tool that doesn't just ask you to give your instructor a number—say by ranking an instructor a 4 or 5. UO actually gives you space to write about real, specific aspects of your experience. Go for it!

**(1) Actionable**
Instructors don't decide things like class time, the room you meet in, or whether a course is required or not.

> **This is not very helpful:**
> Teach this class at some time other than 8am!

> **More helpful:**
> Because this class is first thing in the morning, efforts you make to get us moving and talking are really important to me.

**(2) Fair-minded**
Instructors are trying to make choices to help you learn.

> **This is not very helpful:**
> This class was TOO MUCH WORK!

> **More helpful:**
> Some of the work we did didn't seem important for the way we were actually graded. For example, we spent lots of time reading about X, but X didn't factor into our papers or exams.

**(3) Concrete**
Try not to leave your instructors and their departments guessing exactly what about a teaching and learning element was helpful or unhelpful.

> **This is not very helpful:**
> Checking the box that says, for example, "Feedback" was most beneficial to your learning, but not saying why.

> **More helpful:**
> Writing something specific. For example, "You are one of few instructors who actually told me things I was doing right (not just wrong!) in your feedback on my essays. That really inspired me to try harder and showed me what to build on."

***Thank you*** *for caring about this and doing your best to give good feedback!*

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