



Feedback

How to give feedback via peer review

EmProf Anneke Fitzgerald

What is Peer Review?

- Critique on work, that should include:
 - Synopsis and impression
 - Supporting examples
 - Compliment sandwich (?) - which still works for academics, it seems



Critique or review?

- Critique or feedback is not always the same as a review.
- Ensure you know what the review intends to do:
 - Critique on a work in progress?
 - Review of a finished paper?



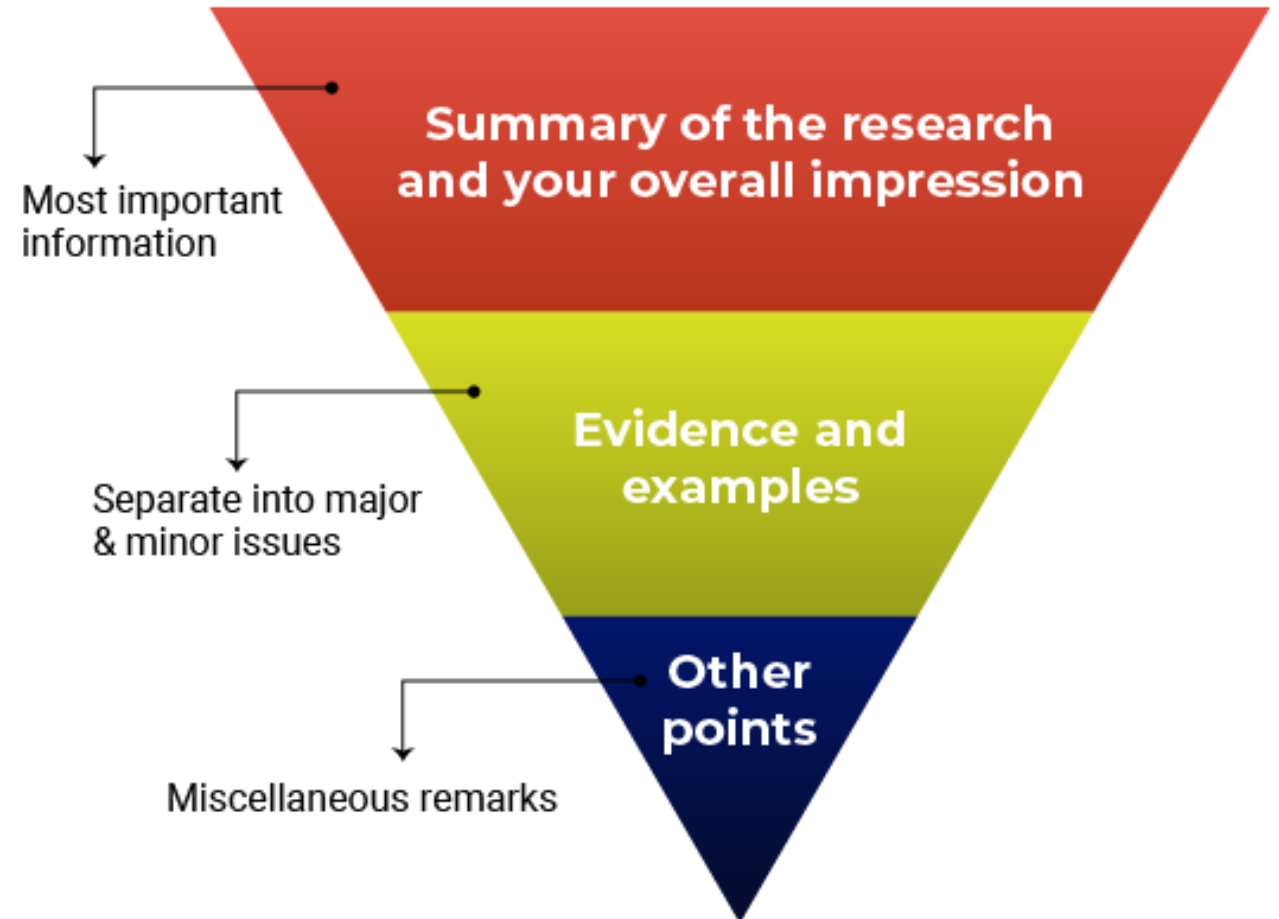
Why should you volunteer?

- Increases collaboration.
- Identifies common issues.
- Encourages critical thinking.
- Informs you about your audience.
- Enhances communication skills.
- Improves your own writing.



How

- Be objective about your input
- Focus on the bigger issues



Constructive criticism

- Criticism is pointing out the negative aspects of something –
- Constructive criticism tries to build on feedback **for improvement**. This is also called positive feedback

Well thought out

Factual to back up argument



A stack of books is shown on a wooden surface. The books are slightly out of focus, with the top book having a white cover and the one below it having a yellow cover. A bright, warm light source is visible in the upper left background, creating a soft glow. The right side of the image is a solid light gray area containing text.

Constructive feedback

- Be empathetic when providing feedback
 - Imposter syndrome
- Be honest, but monitor your own tone
- Read the whole paper thoroughly
- Ask questions that lead the writer in the right direction
- Don't nitpick

Sentence starters

“Overall, the work does well at achieving _____, _____, and _____.”

- *“_____ on page _____ was unclear. As a reader, it made me wonder, _____?”*
- *“I suggest _____ and _____ to address these points in the next draft.”*

Diplomacy

What you think	What you could say
The manuscript is fatally flawed	The study does not appear to be sound” or “the authors have missed something crucial
You don’t completely understand the manuscript.	The authors should clarify the following sections to avoid confusion...
The technical details don’t make sense	The technical details should be expanded and clarified to ensure that readers understand exactly what the researchers studied
The writing is terrible	The authors should revise the language to improve readability
The authors have over-interpreted the findings	The authors aim to demonstrate [XYZ], however, the data does not fully support this conclusion. Specifically...
WTF	Perhaps rethink some of your assertions.

Peer reviewing a research article, Questions to ask...

<https://www.sae.org/participate/volunteer/reviewer-resources/writing-guide>



Is the work clearly and accurately presented and does it cite the current literature?



Is the study design appropriate and does the work have academic merit?



Are sufficient details of methods and analysis provided to allow replication by others?



If applicable, is the statistical analysis and its interpretation appropriate?



Are all the source data underlying the results available to ensure full reproducibility?



Are the conclusions drawn adequately supported by the results?

Peer reviewing a case study, Questions to ask....



Is the background of the case's history and progression described in sufficient detail?



Is the work clearly and accurately presented and does it cite the current literature?



If applicable, is the statistical analysis and its interpretation appropriate?



Are all the source data underlying the results available to ensure full reproducibility?



Are the conclusions drawn adequately supported by the results?



Is the case presented with sufficient detail to be useful for teaching or other practitioners?

Peer reviewing a systematic review, Questions to ask...



Are the rationale for, and objectives of, the Systematic Review clearly stated?



Are sufficient details of the methods and analysis provided to allow replication by others?



Is the statistical analysis and its interpretation appropriate?



Are the conclusions drawn adequately supported by the results presented in the review?

The review criteria for ANZAM- refereed Conference papers

- Significance/importance of the topic
- Conceptual foundation/relevant literature
- Research questions**, aims and objectives
- Methodology**
- Quality of analysis/Coherence of argument
- Relevance of findings for theory/policy/practice
- Clarity/readability
- Overall evaluation (including contribution)

Reflections

- Have you ever provided constructive feedback?
- What was good, what was not so good and what did you improve upon in your delivery?
- How often do **you** seek feedback?







How to receive feedback via peer review

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Oh no, oh no, oh no no
no no no....




How to feel good about feedback

- Approach with curiosity
- Embrace feedback to help you strengthen your work
- It is a gift

Written feedback (ie a journal article)

- Read the feedback and underline the most important words
- Develop a document with a “rebuttal” table and populate the table
- Be aware of your responses. Thank the reviewers. They are volunteers, trying to improve your work.
- Be open. ... Perhaps you were not as great as you thought?
- Understand the message. ...is this about their ego, or improvement?
- Leave it for a week, reread, reflect and decide what to do. ...
- Follow up, even if you decide to pull the plug.



In a conference situation

- Listen to the feedback given.
- Be aware of your responses. Your body language and tone of voice often speak louder than words. ...
- Be open. ...
- Understand the message. ...
- Reflect and decide what to do. ...
- Follow up.

Receiving feedback

- Listen
- Hear
- Accept
- Agree or disagree, but start with a “thank you”
 - Don’t get defensive
 - Don’t try to explain what they might not have understood
 - Feedback is a gift as well as a risk! – they are taking a risk with how you will respond.
 - **They** are risking wasting their time by giving feedback to someone who doesn’t receive it.

Who is at fault? Who is to blame?

(it is human to have a knee jerk reaction)

- When statements are unclear?
- When the reader is unable to decipher what is meant?
- When the reader fails to understand the point of the piece that was written?
- When the reader needs to abandon the feedback because there is no action as a result of their feedback?

Receiving feedback



- Restate what you have heard
 - It lets them know their opinion matters and was heard
- Mention what you are changing
 - You want to let them know they were part of your growth
- Seek out more feedback
 - It is not one and done – it is a process

5-Step Strategy for Giving and Receiving Feedback

Giving Feedback

1. Examine your motivations
2. Ask for permission
3. Prioritize the feedback
4. Give specific examples and ideas
5. Check in

Receiving Feedback

1. Assume non-defensive, open body language
2. Paraphrase the feedback
3. Request specific ideas and examples
4. Ask them to prioritize
5. Thank them

Any reflections?
or constructive
criticisms?

