INTRODUCTION
Grading norms vary worldwide. Thus, international instructors may be influenced by grading norms in their original training and need to adjust subsequently.

RESEARCH QUESTION
(1) Are grades given by international instructors different from grades by domestic instructors?
(2) As experience increases, do international instructors adjust their grades to become similar to domestic instructors?

MODEL: Fixed-effects research design
\[ Y_{ijkt} = \beta_0 + \beta_1 I_i + \beta_2 E_{it} + \beta_3 X_{ijt} + \beta_4 S_{ijkt} + \gamma_1 + \theta_t + \varepsilon_{ijkt} \quad (1) \]
where
- \( Y_{ijkt} \): Class-average grades given by instructor i for class k in department j semester t;
- \( I_i \): Indicator variable, equals 1 if instructor i is international, equals 0 otherwise;
- \( E_{it} \): Experience score of instructor i who taught in department j semester t (by semester);
- \( X_{ijt} \) and \( S_{ijkt} \): Instructor i's and class k's characteristics in department j semester t respectively;
- \( \gamma_1 \) and \( \theta_t \): department and semester fixed-effects respectively;
- \( \varepsilon_{ijkt} \) and \( \mu_{ijkt} \): error terms.

DATA
Unique dataset from three research universities, constructed with a focus on instructors' nationality.

Step 1: Power analysis
To achieve minimum detectable effect of 0.1 of a standard deviation of the dependent variable, the required sample size is 3,000 instructors (before accounting for data loss).

Step 2: Manual search
Conduct a manual search for online profiles of 3,000 instructors from three universities (1,000 from each) for professional and educational details.
After removing instructors whose profiles cannot be found online, the final dataset has 2,789 instructors (534 were international).

SUMMARY
- International instructors assign grades that are 0.15 points lower than domestic instructors on a 4-point scale (or 32 percent of a standard deviation of class-average grades). This gap shrinks to 0.07 points within departments.
- As experience increases, there is no evidence that international instructors adjust their grading to assimilate with domestic instructors.
- Sub-group analyses and robustness checks are presented in the paper manuscript.

RESULTS
Some descriptions

- Figure 1: International instructors’ countries of origin
- Figure 2: Grade gap between international vs. domestic instructors
- Figure 3: Interaction effect of international status and experience on class-average grades (department and semester fixed effects)
- Figure 4: Widening grade-gaps as international instructors become senior (vs. domestic instructors of less than 10 years of experience)

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Result 1: Grade patterns – International instructors give lower grades than domestic instructors

Result 2: As experience increases, international instructors appear to widen their grade gap with domestic instructors

For every 100 semesters of experience, an international instructor drops his/her grades by 0.14 points more than a domestic instructor (or 0.0014 points per experience-semester)