

July 15, 2021

Dear TFELT members:

Thank you for all the work you did to bring the TFELT report to fruition. I want to acknowledge the time, dedication, and expertise that you poured into this report. I believe that this work will help us be better able to measure, support, and reward teaching effectiveness. This in turn will enhance the learning environment and make it more meaningful for faculty and more productive for our students.

Below, I lay out my response to each section of the report and indicate where different units should develop necessary resources, adopt new guidelines, etc. That being said, the recommendations from the report will and should *continue* to guide further initiatives in the months and years ahead, and far beyond our initial response. I see the value of this report as a source we revert to, time and again, for resources and guidance as we seek to strengthen our teaching effectiveness.

1) Student Feedback

- Creation of the new student feedback survey is underway and being managed by the Provost's Office [pilot planned for SP22, launch planned for F22]. While there may be certain units where the new survey will not be applicable (i.e. clinical medicine, extension, etc.), most departments will use this new survey.
- Once the new survey launches, necessary changes will be made to the P&T call document for the 2023-2024 cycle. The exact changes to the teaching chart will be established after the survey has been made and tested, but these revisions will most likely: 1) eliminate the single, global effectiveness number and replace it with the mean and distribution of the 4 teaching dimension constructs and 2) eliminate the comparative means.
- Student awareness and training resources regarding the new student feedback survey should be created by the T4LC.
- Deans and chairs should urge faculty to use the T4LC resources to collect informal, formative student feedback.
- The Provost's Office will work with Institutional Research to assess what is possible regarding data collection and reporting from the new survey.

2) Peer Review

- Deans and chairs should encourage faculty to engage in frequent, formative peer reviews.
- The T4LC should create the resources necessary to guide faculty through performing both formative and summative peer reviews.
- Departments that do not yet already have a system for performing summative peer reviews should adopt a system for conducting summative peer reviews as laid out in the report. Departments that already do this work should consider adopting relevant parts of the summative peer review process and tool so as to address their needs, but should also

be free to continue performing these reviews in the manner that best suits their department.

- A list of potential peer reviewers should be created at the college level, should individuals want access to a peer reviewer outside of their department.
- Faculty may start using the new summative peer review tool in Fall 2021, and the language in annual reviews for SP22 and in the P&T call document for the 2022-2023 cycle will reflect that faculty can use letters or the new form.
- The Provost's Office recommends that new faculty in years 1 & 2, and if not on an accelerated schedule, only do formative peer reviews and that professors who have completed their last promotion do at least 1 summative peer review every 5 years.

3) Self Evaluation

- Beginning in SP2022, a teaching self evaluation will be filled out every year by faculty when doing their myVita annual review.
- The Provost's Office will work with myVita on how to incorporate the elements of the self evaluation tool described in the TFEELT report.
- The T4LC will develop trainings to help faculty fill out the self evaluation.

4) Holistic Tool

- Although we will not immediately pursue the integration of the 3 data streams described above (student feedback, peer review, and self evaluation), this will be reassessed as faculty begin adopting the individual tools and as we gain a better understanding of the effectiveness of the new tools.

5) Supports & Awards

- The Provost's Office will create 4 monetary teaching awards, one for each dimension, to be announced at the Celebration of Teaching week.

6) Evaluating the System

- Ongoing evaluation of teaching procedures and protocols will be overseen by the campus Academic Affairs Committee (formerly, Faculty Council Academic Affairs Committee).

Thank you again for the hard work that resulted in the report and recommendations.

Sincerely,
Latha Ramchand