



# Office of the Provost

## University of Missouri

Dear Colleagues,

Our university is on a path to create a comprehensive method for measuring teaching effectiveness, which will align to a meaningful recognition and reward structure for distinction in teaching.

This objective aligns with Goal 4 of “Excellence in Student Success” in the MU Strategic Plan 2018-23: “Promote excellence and inclusion through teaching and student academic experiences, in and out of the classroom.” As a premier land-grant public university committed to the values of Respect, Responsibility, Discovery and Excellence, the quality of teaching by faculty, graduate teaching assistants and other instructional staff is central to our mission of educating students and serving the community. Effective, evidence-based assessment of teaching effectiveness provides a mechanism for both the professional development and the summative evaluation of our university’s teachers.

At the same time, educators at all levels deserve a substantive, transparent and meaningful process for evaluating their teaching as it pertains to their prospects for tenure, promotion or merit recognition. Teaching assessment on campus currently ranges in clarity and specificity within and across academic units. Moreover, resources and mechanisms for rewarding the excellent teaching that currently takes place on campus are limited and inconsistent. Teaching that excels in achieving effective student learning must be assessed and rewarded in ways reflecting its high priority to the university, its teachers and, most importantly, its students.

To achieve these goals, the Office of the Provost and Faculty Council have convened the Task Force to Enhance Learning and Teaching (TFELT), to leverage the findings of MU committees that have come before them, and consider successful implementation models from peer institutions.

TFELT has three main goals:

- To propose a campus-wide multi-measure approach for the evaluation of teaching
- To propose a system to support, recognize, and incentivize teaching excellence

- To establish a plan to measure the long-term impacts of these changes on student learning and success

Membership on TFELT is broadly representative, and the Task Force will be engaging our wider campus community for listening sessions and updates over the course of the work. The group will be supported by the Teaching for Learning Center professional staff led by Dr. Victoria Mondelli, with Dr. Bethany Stone and Dr. Stephen Klien serving as Faculty Fellows for this initiative.

We are delighted to announce the following faculty members and administrators who are serving our university on this critical Task Force.

Member	College/School	Title
Cassandra Harper Morris, Co-Chair	Education/ELPA	Associate Professor
Brian Houston, Co-Chair	A&S	Dept. Chair & Associate Professor
Nicole Monnier	A&S	Associate Dean & Teaching Professor
Sarah Diem	Education	Associate Professor
Anne Alexander	Law	Associate Teaching Professor
Diedre Wipke Tevis	Nursing	Associate Professor
Alexandria Lewis	HES	Assistant Teaching Professor
Tamara Hancock	Vet Med	Assistant teaching Professor
Kellie Stanford	Journalism	Assistant Professor
Chris Prestigiacomo	Business	Associate Teaching Professor
Bruce Barrett	CAFNR	Professor
Brenda Peculis	CAFNR	Associate Professor
Roger Fales	Engineering	Associate Professor
David Shulz	A&S	Professor

Periodic updates will be coming from this group to share our progress and to continue the campus-wide conversation on this important strategic goal.

In addition to considering policy alternatives from the research literature on best practices and examples from peer and aspirant institutions, the Task Force and its team will rely on the expertise and ingenuity of our own excellent teachers. A campus-wide dialogue is necessary to consider input from faculty and staff at all levels who teach our students and will be affected directly by any policy changes. This dialogue can take a number of forms, including an online presence for the Task Force designed to share the TFELT charge and related information with the MU community. The support team has proposed a “Conversation on Evaluating and Rewarding Teaching,” to be held on either September 30 or October 14, to both clarify the purpose of the Task Force’s charge and invite questions, concerns, and suggestions from the campus community.

Thank you.

Sincerely,

**Latha Ramchand**

*Provost and Executive Vice Chancellor for Academic Affairs*

**Clark M. Peters**

*Chair, Faculty Council*