UITL Teaching Support Program

University Institute for Teaching & Learning

● **What is the UITL Teaching Support Program?**

The program comprises three components that should be completed in order:

1. *Teaching practices inventory (TPI)* — Through this survey, faculty will report and reflect on their individual instructional approaches. A validated instrument developed at Stanford and the University of British Columbia, the TPI provides a baseline for faculty members as their teaching practices evolve. Collectively, the inventories provide valuable insight into the use of evidence-based strategies by you and across the university.

2. *Teaching@OhioState learning modules and a supplemental reading list on teaching practices* — Together, the modules in Carmen and the readings suggested on the UITL website (https://uitl.osu.edu/readinglist) will equip faculty with tools to explore new approaches and refine or enhance current teaching practices.

3. *A program that challenges faculty to redesign the structure and delivery of one of their courses* — This component will begin in spring 2019 as a five-year program to infuse learning environments with evidence-based practices to support student success. Details will be announced later.

● **Why is it important to offer the UITL Teaching Support Program now?**

Student learning and outcomes change as the world changes. The skill set that a student needs today differs from what their parents needed, and the means for learning have changed significantly. The opportunity for the classroom to grow from the "sage on the stage" to a more participatory learning style is important to realize.

Research has shown that students benefit greatly from well articulated and communicated learning outcomes, active learning strategies, purposeful use of technology, and strong assessment and evaluation. In addition the classroom activity can be enhanced by experiential learning.

The successful teaching faculty member sets the environment for students to learn and transition to the next class and, eventually, to the field of their choice. And because Ohio State is dedicated to supporting the success of faculty in the classroom, it provides opportunities for continuous learning and development in teaching skills.

Outstanding teaching, and the time and energy it takes to explore, implement and refine practices associated with this excellence, deserves to be rewarded. The Board of Trustees, president and provost want faculty members to know that they are supported in all their endeavors and that the university is committed to student success. Achieving this goal takes time and dedication from faculty members. The UITL Teaching Support Program is one means of acknowledging their dedication to teaching and learning.

● **How many faculty are eligible?**

2,649 tenure-track faculty, and an estimated 620 clinical faculty and 1,225 lecturers will be eligible to receive compensation for completing the program. These are faculty for whom teaching is a primary responsibility.

- **What compensation will faculty receive?**

Full-time tenure-track and clinical faculty, as well as full-time lecturers, will receive the following:

✓ $400 increase to base salary for completing the teaching practices inventory (TPI).

✓ $1,200 increase to base salary for completing Teaching@OhioState and reading and reflecting on items from the reading list.

✓ $1,150 one-time cash supplement for redesigning a course; assuming continuation of the program, the supplement will be available every five years.

Part-time faculty who complete the first two components (the TPI; and Teaching@Ohio State and the readings) will receive a one-time cash supplement of $200 and $600, respectively.

Tenure-track faculty, clinical (teaching) faculty, and full-time lecturers may receive compensation for all three components. Part-time lecturers may receive compensation for completing the first two components but are not eligible to receive compensation for instructional redesign. Lecturers may earn compensation only during the terms in which they are employed.

Faculty who have completed the UITL teaching endorsement in the Foundation, Impact, Transformation (FIT) program and the course redesign program will be compensated.

- **How long will the incentives be offered?**

Incentives for the first two components (the TPI; and Teaching@Ohio State and the readings) must be completed by August 31, 2019.

The instructional redesign program will be available for five years to allow all interested faculty to participate in this immersive experience. Ohio State will assess and determine next steps for instructional redesign during those five years.

Beginning with faculty hired in Autumn Semester 2019, the TPI, Teaching@OhioState, reading list, and other teaching professional learning programs will be expected as part of faculty orientation as a condition of hire. We would expect starting salaries offered after that date to reflect the level of compensation that we are providing in this program.

- **What will it cost if all eligible faculty complete the first two components in FY2019?**

The university estimates that the program will cost $5,929,600. ($1,482,400 in compensation for the TPI and $4,447,200 for Teaching@OhioState and the readings.)

- **How many faculty will be in the instructional redesign program?**

We estimate that between 100 and 125 faculty will participate in the instructional redesign program in spring 2019. Approximately 3,300 faculty are eligible to participate over five years.

- **How will success of the UITL Teacher Support Program be measured?**

UITL will track the percentage of faculty who complete the TPI, as well as the Teaching@OhioState modules and readings. Other measurements will include active learning practices reported by faculty over time and their effect on student success.

- **Where can faculty direct questions?**

The UITL Teaching Support Program page on the UITL website is the main source of information about the program (https://uitl.osu.edu/teaching-support). UITL faculty leaders and staff also are available to answer questions, either by phone at 614-688-2722 or by email at uitl@osu.edu. Should UITL be unable to answer a question, they will direct it to the appropriate office.