

Tools for Assessing Teaching in Promotion and Tenure

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Our Department Teaching Quality Framework (TQF) Committee

- Started in 2017
- 2-3 MCEN faculty each year. Wheelde Personnel Committee to provide one. Not considered a major service commitment; biweekly or monthly meetings.
- Excellent support by [TQF Initiative](#)
- MCEN members select topic each semester. We've been working on 'low hanging fruit'.
- TQF Facilitators collect and synthesize literature. Provide delicious, healthy snacks. Plus gentle nagging to schedule meetings.
- Team shapes product. Facilitators do most of the work.
- Results presented to Personnel Committee, Exec Committee, and whole faculty
- Iterate.

PRODUCTS

Feel free to use them!

Annual Merit

Course Interviews

<https://tinyurl.com/crsntrvv>

Concept Inventories
(Student voice)

Peer
Observation
Protocol
and Guidelines
for Use

<https://tinyurl.com/peerobsprot>

<https://tinyurl.com/pobsgde>

Teaching
Statement
Guidelines

<https://tinyurl.com/TchgStmtr>

Student
Letters

<https://tinyurl.com/stdntltr>

Mentor
Guidelines
Current draft
Resources
appendix

<https://tinyurl.com/mntgzjd>

<https://tinyurl.com/mnttrappx>

Promotion and Tenure

Current work: Mentoring Guidelines

- Started as 'Faculty Mentoring Plan'
- Grew into wholistic view of mentoring. We mentor
 - Each other (senior/junior faculty, peers)
 - Post-docs
 - Grad and undergrad students
- Much commonality of best practices in all these relationships.
 - Specifics are called out as appropriate.
- As the department adopts/affirms these expectations, can be rolled into evaluations.

Lessons Learned

- Persistence in implementation is key! New ideas are never accepted until they are old and familiar.
- Lived experiences from current faculty ground the process.
- Changes must be obviously valuable; not just extra work.
- Connections and participation are required from department admin and all levels of faculty.
- Support from facilitators has been crucial!