Tools for Assessing Teaching in Promotion and Tenure

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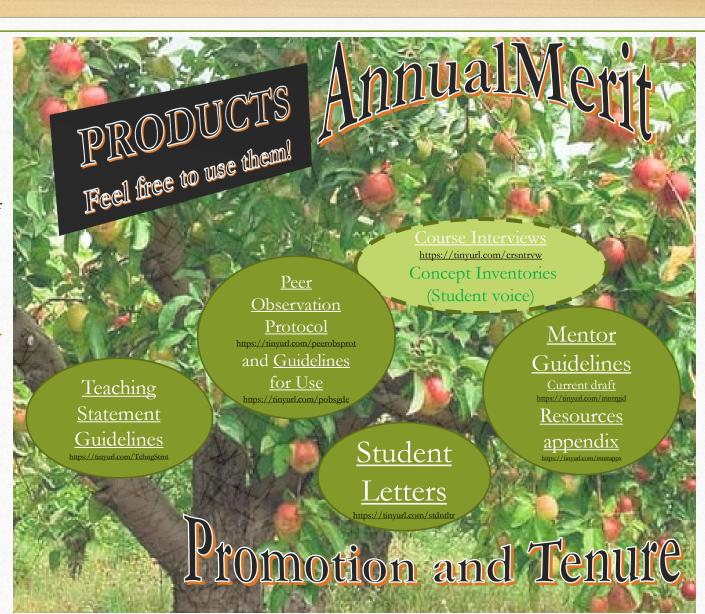
Research Associate Center for STEM Learning

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Our Department Teaching Quality Framework (TQF) Committee

- Started in 2017
- 2-3 MCEN faculty each year. Wheedle Personnel Committee to provide one. Not considered a major service commitment; biweekly or monthly meetings.
- Excellent support by <u>TOF Initiative</u>
- 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



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 <u>obviously</u> valuable; not just extra work.
- Connections and participation are required from department admin and all levels of faculty.
- Support from facilitators has been crucial!