



MEMORANDUM

To: University Community

From: Kenneth G. Furton, Provost and Executive Vice President

Subject: Rewarding and Evaluating Teaching Project Update

Date: April 25, 2018

I am pleased to share the progress of the Rewarding and Evaluating Teaching project this semester, and to take this opportunity to clarify the goal and purpose of this multi-year, university-wide initiative.

As a reminder, I have asked Vice Provost for Faculty and Global Affairs Newman and Assistant Vice President for Teaching & Learning Artze-Vega to co-chair a committee charged with issuing guidelines for rewarding and evaluating teaching. This project's belief is intended to complement and extend the many investments we have made in recent years to enhance teaching and learning at FIU – including (but not limited to) building of 13 active learning classrooms, hiring 10 discipline-based education research (DBER) faculty, and expanding the Center for the Advancement of Teaching and designating the STEM Transformation Institute as a University Preeminent Program.

One of the committee's first recommendations was to expand the Top Scholars program to include Teaching & Mentoring categories, and the inaugural recipients will be honored this evening. Initiatives like Top Scholar – Teaching & Mentoring allow us to recognize exemplary teaching at our institution. At the same time, we acknowledge that FIU has not yet taken several important steps to support teaching and learning. Among them, sharing a clear depiction of teaching excellence; updating formal rewards systems, including tenure and promotion; and in many cases, offering sufficient teaching support. The Evaluating Teaching project begins to respond to these gaps, and aims to encourage faculty collaboration, learning, and growth, and to provide academic leaders with more and better data for decision-making.

To lay the groundwork for this comprehensive initiative, we have collaborated with faculty leaders from six FIU departments in four colleges who are drafting a proposed revision of the way teaching is evaluated annually within their department. Based on input from many faculty and an extensive review of education research, we are asking that these proposals include 3 data sources: student, self, and peer; are aligned with the

Six Components of Scholarly Teaching at FIU; reflect the disciplinary context; and represent a reasonable expectation for faculty and chairs. A separate committee continues to work on our Student's Perception of Teachers (SPOTs) questions and will propose revisions to this survey, so that the results are more useful and better suited to varied teaching modalities (i.e., hybrid and online).

More Evaluating Teaching project details are available in the [Initiative Overview](#).

If you have any questions or suggestions regarding this project, please contact Vice Provost Newman and AVP Artze-Vega.