

Faculty Evaluation Committee
Meeting Minutes
February 9th, 2009 9:00-10:00 am

Present: Janice Miller-Young, Pat Kostouros, Brian Traynor, Alana Gieck, Manuel Díaz-Ávila, Cecilia Sessarego and Geoff Owens.

1. Teaching and Service work pattern: Discussion

Bruce Ravelli sent some draft tables to be filled with criteria for the Assistant, Associate and full Professor ranks in the TSS and TS streams. He would like FEC to focus on criteria for the TS stream. In his e-mail dated Feb.4th he says:

“...What we are looking for from your group is advice on what criteria..... we should be recommending as "institutional thresholds" that would demonstrate a candidate's contributions and achievements that would warrant a move from one rank to another.

For example, we are looking for something like:

To be appointed as an Assistant the candidate would have to provide evidence of very good teaching (or at least the potential),

To be promoted/appointed to Associate, the candidate would have to provide evidence of excellent teaching and commitment to academic and pedagogical quality,

To be promoted/appointed to Full Professor, the candidate would have to provide evidence of sustained leadership and recognition in excellent teaching.

We would also want your advice on what these terms might mean (e.g., what constitutes excellent teaching?) but we are conscious of the fact that it will be the individual Faculties that will operationalize what evidence works best for their unique circumstances.”

Geoff read a list of criteria for the evaluation of excellence in teaching from the University of Toronto. It includes:

- a. Superlative teaching skills
- b. Creative educational leadership
- c. Successful innovations in the teaching domain, including the creation of new and innovative teaching processes, materials and forms of evaluation
- d. Significant contribution to the technological enrichment of teaching in a given area, for example through the development of effective new technology or the use of new media to fullest advantage
- e. Publication of innovative textbooks and/or teaching guides
- f. Development of significant new courses and/or reform of curricula
- g. Development of innovative and creative ways to promote students' involvement in the research process and provide opportunities for them to learn through discovery-based methods
- h. Significant contribution to pedagogical changes in a discipline

<http://www.utoronto.ca/govcncl/pap/policies/teaching.html>

The following elements were considered important during the group's brainstorming:

- . International recognition as well as at provincial and national levels
- . External recognition of some kind
- . Recognition in the discipline, not necessarily for someone's teaching
- . Creative work
- . Mentoring in one's department
- . Bringing in funds for curriculum development
- . External review of the candidate's teaching could include the evaluation of a dossier/portfolio
- . Excellence in teaching and excellence in scholarship are two very different matters. They should be assessed differently. The TS stream should have its own separate criteria.

Michael Theall, a specialist in post-secondary teaching and learning, will make a presentation at MR on 'Improving Faculty Evaluation: Reconceptualizing Roles, Work and Skills' on February 18th. The group agreed it would be good to listen to what he has to say and possibly brainstorm with him before providing any input on the topic. More time is needed for evaluation and discussion.

Action:

Brian will get back to Bruce and ask him to send us the draft he'll have on February 12th. We can then analyze it and provide input on the criteria for the TS stream.

2. Annual Report material presented at the MRFA meeting on January 26th.

Janice reported on the presentation Lee made on the Annual Report. Lee included the feedback that the FEC had given him. There was not a lot of discussion at the meeting and everybody seemed to be happy with the document. Lee will send us the information he presented to the MRFA.

Next meeting: March 9th from 9:00-10:00 - Room 1 in the Faculty Centre