

## EVALUATION AND REWARD OF TEACHING (ERT) COMMITTEE REPORT

May 19, 2000

After many discussions, the committee on Evaluation and Reward of Teaching is making the following recommendations to the Provost. The five major recommendations are specific to what the committee felt would be needed at The University of Alabama in order for the evaluation and reward of teaching to improve.

1. Require department chairs to provide faculty with annual written evaluations of teaching performance based on agreed-upon criteria and evaluation methods.
2. Have the Faculty Handbook address documentation and importance of teaching. The committee recommends that all faculty receive a written evaluation of their teaching that addresses, at a minimum, specific indicators of teaching effectiveness, to be based on the department's chair's direct observation and evaluation of teaching-related documents prepared by the professor. The Faculty Resource Center should develop specific guidelines for evaluating teaching effectiveness to be approved by the faculty and included in the handbook.
3. Create Faculty Development mentor positions, to be held by faculty who have demonstrated outstanding teaching ability, to offer formative evaluation services for faculty on an individual, voluntary basis. The initial mentors would be appointed by the faculty senate and would receive release time from their colleges/departments, and there after the current mentor group would approve future appointments. The mentors would develop and use a standardized process of formative evaluation with assistance from the Faculty Resource Center. Five to six mentors would be appointed concurrently, with administrative support provided by the Faculty Resource Center.
4. Revive Faculty Development services as a division of the Faculty Resource Center. Services should include:
  - a. Assisting faculty in meeting and documenting teaching performance expectations.
  - b. Reinstate classroom teaching evaluation services as part of the mentoring program.
  - c. As part of the mentoring program, establish a line of communication where faculty can confidentially discuss concerns about their teaching evaluations.
  - d. Establish an educational program for department chairs and deans on how to evaluate teaching and incorporate the information into performance evaluations.
  - e. Work with Deans and Department Chairs to help faculty document teaching and help in meeting teaching goals.
  - f. Develop alternative methods for evaluation of teaching.
  - g. Coordinate faculty development with other services such as annual teaching workshops, GTA orientation, new faculty orientation, Technical Support Services, and Distance Education.
  - h. Coordinate series of workshops during the on-going academic year related to non-technical and technical aspects of teaching as well as traditional pedagogical issues.
  - i. Maintain and expand the Faculty Development website with links to additional resources, description of services, etc.
  - j. Submit an annual report to the Faculty Senate.
5. Allow UA faculty to attend, at a discounted cost, the annual Faculty Development Institute, sponsored by the College of Continuing Studies.

The ERT Committee

Carmen Taylor, Chair

Pat Bauch (former Chair)

John Beeler

Bing Blewitt

Judy Burry-Stock

Jim Cashman

Barney Cargile

Ron Dulek

Judy German

Margaret Rice

Michael Roberts

Mary Jane Taylor