### AAU Undergraduate STEM Education Initiative

AAU is aware that there is a large body of literature on how people learn as well as a number of valid ways for faculty members to engage in formative assessment of their teaching. This matrix is intended to capture strategies campuses are using to incorporate evidence beyond student course evaluation in the summative evaluation of faculty members’ teaching (e.g., promotion and tenure, and annual/merit reviews). AAU is continuously developing this matrix and considers it a living document. If you are aware of an effort not included in this list and would like to add it, please visit [http://bit.ly/AAUmatrix](http://bit.ly/AAUmatrix). As a critical lever for change, AAU is intentionally working to highlight these strategies across the AAU membership. We are also engaged with national projects focused on this topic.

### Table: Strategies for Summative Evaluation of Teaching (SFE)

<table>
<thead>
<tr>
<th>Institution/Project_Name</th>
<th>Evaluation Area</th>
<th>Level</th>
<th>Unit_Name</th>
<th>Strategy_Type</th>
<th>Description of Effort</th>
<th>Links to Documents/Websites</th>
<th>Leadership</th>
<th>F_Name, Contact</th>
<th>L_Name, Contact</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cornell University</td>
<td>Teaching</td>
<td>Institution</td>
<td>Framework - Guidance and Consultations</td>
<td>Guidance and Consultations</td>
<td>UCI provides information and resources for faculty members to document their teaching and provides consultations to departments/collages using peer review of teaching as part of P/T review.</td>
<td><a href="https://teaching.ucv.edu/learning-scholarship/teaching-evaluation">https://teaching.ucv.edu/learning-scholarship/teaching-evaluation</a></td>
<td>Center for Teaching Innovation</td>
<td>Matthew</td>
<td>Finkelstein</td>
<td><a href="mailto:noah.finkelstein@cornell.edu">noah.finkelstein@cornell.edu</a></td>
</tr>
<tr>
<td>CU Boulder</td>
<td>Teaching</td>
<td>Department</td>
<td>Framework - Teaching Quality Framework (TQF)</td>
<td>Framework - TQF</td>
<td>Brings together key faculty leaders and departments and provides them with a rubric to help them organize, test, and evaluate a framework for assessing teaching quality.</td>
<td><a href="http://www.colorado.edu/teaching-quality-framework/resources">http://www.colorado.edu/teaching-quality-framework/resources</a></td>
<td>Center for STEM Learning/Departments</td>
<td>Noah</td>
<td>Finkelstein</td>
<td><a href="mailto:noah.finkelstein@colorado.edu">noah.finkelstein@colorado.edu</a></td>
</tr>
<tr>
<td>MTSU</td>
<td>Teaching</td>
<td>College</td>
<td>College of Natural Science</td>
<td>Framework - Guidelines</td>
<td>The college provides a broad framework of guidelines for departments to adopt and use for P/T decisions.</td>
<td><a href="http://nost.mtsu.edu/faculty-staff/professor/promotion-policy/resources/teach">http://nost.mtsu.edu/faculty-staff/professor/promotion-policy/resources/teach</a></td>
<td>NSF/Co-Promotion and Tenure Committee</td>
<td>Umans Amherst (Weaver), UC Boulder (Finkelstein), Uni of Kansas (Greenhoot), MSU (Austin)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NSF IUSE Project #1729550</td>
<td>Teaching</td>
<td>Institution</td>
<td>Action Research Project</td>
<td>The college provides a broad framework of guidelines for departments to adopt and use for P/T decisions.</td>
<td><a href="http://www.nsf.gov/awardsearch/showAward?AWD_ID=1729550&amp;HistoricalAwards=false">http://www.nsf.gov/awardsearch/showAward?AWD_ID=1729550&amp;HistoricalAwards=false</a></td>
<td>NSF/Co-Promotion and Tenure Committee</td>
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</tr>
<tr>
<td>Partnership for Undergraduate Life Sciences Education (PULSE)</td>
<td>Teaching</td>
<td>Institution</td>
<td>Life Sciences</td>
<td>Framework - rubrics designed for life science departments to use in reflecting, assessing, and discussing their approaches to teaching and learning in their programs</td>
<td><a href="http://www.pulsecommunity.org/page/recognition-process">http://www.pulsecommunity.org/page/recognition-process</a></td>
<td>PULSE Leadership.Follow</td>
<td>Kathy</td>
<td>Miller</td>
<td><a href="mailto:Kathy@pulselife.edu">Kathy@pulselife.edu</a></td>
<td></td>
</tr>
<tr>
<td>U Mass Amherst</td>
<td>Teaching</td>
<td>Department</td>
<td>Framework - Teaching Evaluation Framework</td>
<td>Framework - TQF</td>
<td>Using a teaching evaluation framework adapted from the model developed by the University of Kansas, participating departments will create frameworks that reflect their principles and values.</td>
<td><a href="https://www.umass.edu/news/files/articles/2016/10/development-political-approach-teacher">https://www.umass.edu/news/files/articles/2016/10/development-political-approach-teacher</a></td>
<td>The Institute for Teaching Excellence &amp; Faculty Development/Departments</td>
<td>Gabriela</td>
<td>Weaver</td>
<td><a href="mailto:gweaver@acad.umass.edu">gweaver@acad.umass.edu</a></td>
</tr>
</tbody>
</table>

### Suggested Citation:


### Related Conference Presentations:


### Contact Information:

Emily Miller (emily.miller@aau.edu)
U of Arizona Teaching Institution Peer Review - Peer Review of Teaching Protocol Documentation for promotion and tenure require a teaching portfolio and peer review evaluations. In response, the OIA developed an interactive, online protocol that can be used for peer review of teaching.

[https://teachingprotocol.oia.arizona.edu/content/2](https://teachingprotocol.oia.arizona.edu/content/2)

Office of Instruction and Assessment (OIA)

Ingrid Novodvorsky
inovod@email.arizona.edu

U of Kansas Teaching Department Framework - Benchmarks for Teaching Effectiveness CET has designed a multi-dimensional rubric that departments can adapt to best suit their disciplines and structures in order to review faculty teaching.


Center for Teaching Excellence

Pree Greenhoot
pgreenhoot@ku.edu

University of KwaZulu-Natal in South Africa Teaching Institution Policy - Multiple criteria for evaluating teaching Since 2004, teaching has been incorporated into the academic promotions policy and procedures on an equal footing with research. The university uses 10 criteria for evaluating teaching in academic promotions.

[http://dx.doi.org/10.1080/02602938.2015.1082533](http://dx.doi.org/10.1080/02602938.2015.1082533)

Peruka Othall
peruka@gmail.com

U of Maine Teaching Institution Observation Tool - COPUS COPUS observations as part of P/T dossier

COPUS observations as part of P/T dossier

Michelle Smith
michelle.k.smith@maine.edu

U of Michigan Teaching Institution Guidance and Consultations CRLT provides information about ways to assess teaching effectiveness beyond student ratings, and provides consulting services to faculty and to Chairs and faculty committees.

[http://www.crlt.umich.edu/resources/evaluation/teaching](http://www.crlt.umich.edu/resources/evaluation/teaching)

Center for Research on Learning and Teaching (CRLT)

Matthew Kaplan
mlkaplan@umich.edu

U of Oregon Teaching Institution Policy - Development of a university-wide Continuous Improvement and Evaluation of Teaching System (CIETS) The first two elements of the CIETS being adopted are a Midterm Student Experience Survey and an End-of-Term Instructor Reflection Survey.

[http://circum.uoregon.edu/2018/09/04/317](http://circum.uoregon.edu/2018/09/04/317)

S. E. O. Continuous Improvement and Evaluation of Teaching Committee Sierra Dawson
dawson@uoregon.edu

U of Portland - Redesigning Education For learning through Evidence and Collaborative Teaching (RELECT) Teaching Institution Peer observation 3-year NSF IUSE grant to introduce STEM faculty to evidence-based practices, support them in curricular redesign and implementation, and to design and pilot peer observation rubrics and protocols. Working on campus culture change around using peer observation as an alternative to student evaluations.

[https://sites.up.edu/reflect/](https://sites.up.edu/reflect/)

Cohort of STEM faculty Stephanie Solomone
ssolomone@up.edu


Related Conference Presentations:
### UC Davis

**Teaching**

**Institution**

**Policy**

The Step Plus system for merit and promotion enables rewards for instructors who make outstanding contributions to excellence in teaching. Also, peer evaluation of teaching is necessary for promotion.  


**Faculty Senate**

### UC Irvine

**Teaching**

**Institution**

**Policy - Evaluation System for P/T**

Making changes toward using a three-bucket system to evaluate accomplishments in research, teaching and service separately.  


**Diane O'Dowd**  
diodowd@uci.edu

### UC Irvine

**Teaching**

**Institution**

**STEM, SBE, Arts/Humanities Data Analytics - Departmental Reports**

Institutional data generated for department chairs and committees to help improve undergraduate education.  


**Michael Dennin**

dennin@uci.edu

### UC System

**Teaching**

**System**

**Policy - Online Form**

Created two submission boxes for teaching evidence to align with policy expectations.  

None

**Diane O'Dowd**

diodowd@uci.edu

### UC System

**Teaching**

**System**

**Policy**

Developing policies describing P/T criteria for LPSOE series.  

None

**Diane O'Dowd**

diodowd@uci.edu

### UCLA

**Teaching**

**Institution**

**Workshop**

Campus-wide workshop being-hosted on June 12, 2018  

https://ceils.ucla.edu/teaching-symposium/  

**Erin Sanders**

erins@ceils.ucla.edu

### UNC-Chapel Hill

**Teaching**

**College**

**Policy**

Peer review will be based on classroom observation, and review of course materials, course design and assignments. Peer evaluations also will consider teaching reflection statements and inclusive practices.  

https://docs.google.com/document/d/1Qmy5UR28GeehUuAIxNPzQWsi2ZT6h5xKnfds3R6CI/edit  

**Sarah Eichhorn**

es.eichhorn@austin.utexas.edu

### UT Austin

**Teaching**

**College**

**Observation Tool - Peer Observation and Evaluation Tool**

Create a college-wide teaching observation and evaluation program.  

https://docs.google.com/document/d/1Qmy5UR28GeehUuAIxNPzQWsi2ZT6h5xKnfds3R6CI/edit  

**Sarah Eichhorn**

es.eichhorn@austin.utexas.edu

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**Related Conference Presentations:**
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<tr>
<th>Institution</th>
<th>Teaching Institution</th>
<th>Policy - Essential Competencies of a Valencia Educator</th>
<th>OPAL can be used to collect research data, and also to consult and collaborate with STEM faculty to provide feedback on, and support for, their teaching innovations.</th>
<th>Center for Integrative Research on Cognition, Learning and Education (CIRCLE)</th>
<th>Site</th>
<th>Email</th>
</tr>
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<tbody>
<tr>
<td>Valencia College</td>
<td>Teaching Institution</td>
<td>Policy - Essential Competencies of a Valencia Educator</td>
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<td>Center for Integrative Research on Cognition, Learning and Education (CIRCLE)</td>
<td>Site</td>
<td>Email</td>
</tr>
<tr>
<td>Washington University in St. Louis</td>
<td>Teaching Institution</td>
<td>Observation Tool - OPAL</td>
<td>OPAL can be used to collect research data, and also to consult and collaborate with STEM faculty to provide feedback on, and support for, their teaching innovations.</td>
<td>Center for Integrative Research on Cognition, Learning and Education (CIRCLE)</td>
<td>Site</td>
<td>Email</td>
</tr>
<tr>
<td>Yale</td>
<td>Teaching Institution</td>
<td>Guidance and Consultations</td>
<td>The CTI provides information about sources of feedback instructors can use to inform their teaching and also provides consulting services to faculty.</td>
<td>The Yale Center for Teaching and Learning (CTL)</td>
<td>Jennifer</td>
<td><a href="mailto:frederick@yale.edu">frederick@yale.edu</a></td>
</tr>
</tbody>
</table>