Association of American Universities

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. 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.

Insitution/Project_Name	Evaluation Area	Level	Unit Name	Strategy Type	Description of Effort	Links to Documents/Websites	Leadership	F_Name_Contact	L_Name_Contact	Email
Boise State University	Teaching	Institution		Framework - Framework for Assessing Teaching Effectiveness (FATE)	Development of a framework and rubric to formatively and summatively assess teaching that is applicable to all teaching faculty. Implementing and studying its use, and changes in teaching behavior and student learning.			Shawn	Simonson	shawnsimonson@boisestate.edu
Career Framework for University Teaching	Teaching	Insitution	Mulitple countries, and insitutions. In U.S. MIT & Harvard	Framework	Use of an adaptable framework to guide and support the progression of acdemics on the basis of their contribution to teaching and learning.	http://www.teachingframework.com	Royal Academy of Engineering	Ruth	Graham	ruthgraham@me.com
Cornell University	Teaching	Institution		Guidance and Consultations	CTI provides information and resources for faculty members to document their teaching and provides consultations to departments/colleges using peer review of teaching as part of P/T review.	https://teaching.cornell.edu/teaching-resources/assessment-evaluation	Center for Teaching Innovation (CTI)	Matthew	Ouellett	mlo59@cornell.edu
CU Boulder	Teaching	Department		Framework - Teaching Quality Framework (TQF)	Brings together key faculty leaders and departments and provides them with a structure to help them co-create, test, and evaluate a framework for assessing teaching quality.	https://www.colorado.edu/teaching-quality-framework/resources	Center for STEM Learning/ Departments	Noah	Finkelstein	noah.finkelstein@colorado.edu
MSU	Teaching	College	College of Natural Science	Framework - Guidelines	The college provides a broad framework of guidelines for departments to adapt and use for P/T decisions.	https://natsci.msu.edu/faculty-staff/policies-procedures/evaluation-policy-resources/#teach	NatSci Promotion and Tenure Committee			
NSF IUSE Project #1725959	Teaching	Institution		Action Research Project	KU, CU-Boulder, and U Mass-Amherst will implement an evaluation framework to develop and use a teaching evaluation rubric. The process of transformation will be studied within and across the 3 campuses.	https://www.nsf.gov/awardsearch/showAward?AWD_ID=1725959&HistoricalAwards=false	Umass Amherst (Weaver), UC Boulder (Finkelstien), Uni of Kansas (Greenhoot), MSU (Austin)			
Partnership for Undergraduate Life Science Education (PULSE)	Teaching	Country	Life Sciences	Framework - rubrics designed for life science departments to use in reflecting, assessing, and discussing their approaches to teaching and learning in their programs	The PULSE Recognition process is an ambitious endeavor designed to motivate important changes in life sciences education nationwide.	http://www.pulsecommunity.org/page/recognition	PULSE Leadership Fellows	Kathy	Miller	miller@wustl.edu

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Related Conference Presentations:
Broussard, C., & Miller, E. (2018, November 9). *Aligning faculty work with systemic change* . Workshop session at the AAC&U PKAL Transforming STEM Higher Education Conference, Atlanta, GA.
Miller, E., Dennin, M., Greenhoot, A., & Graham, R. (2018, October 27). *Changing the culture to recognize and reward teaching.* Panel session at the International Society for the Scholarship of Teaching and Learning 15th Annual Conference, Bergen, Norway.

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U Mass Amherst	Teaching	Department		Framework - Teaching Evaluation Framework	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.	https://www.umass.edu/newsoffice/article/4-departments-pilot-new-approach-teacher	The Institute for Teaching Excellence & Faculty Development/ Departments	Gabriela	Weaver	gweaver@acad.umass.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	Office of Instruction and Assessment (OIA)	Ingrid	Novodvorsky	novod@email.arizona.edu
U of Kansas	Teaching	Department		Framework - Benchmarks for Teaching Effectiveness	CTE has designed a multi-dimentional rubric departments can adapt to best suit their disciplines and structures in order to review faculty teaching.	https://www.aau.edu/sites/default/files/Blind-Links/KU-Benchmarks-Framework.pdf	Center for Teaching Excellence/ Departments	Dea	Greenhoot	agreenhoot@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		Renuka	Vithal	vithalukzn@gmail.com
U of Maine	Teaching	Institution		Observation Tool - COPUS	COPUS oberservations 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	Center for Research on Learning and Teaching (CRLT)	Matthew	Kaplan	mlkaplan@umich.edu
U of Oregon	Teaching	Institution		Policy - Development of a universiyt-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.	https://senate.uoregon.edu/2018/05/04/us1718-19-implementing-a-system-for-the-continuous-improvement-and-evaluation-of-teaching/	Faculty Senate, Continuous Improvement and Evaluation of Teaching Committee	Sierra	Dawson	sdawson@uoregon.edu

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Institution	Category	Level	Discipline	Type	Description	Link	Group	First	Last	Email
U of Portland - Redesigning Education For Learning through Evicence and Collaborative Teaching (REFLECT)	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/	Cohort of STEM faculty	Stephanie	Salomone	salomone@up.edu
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.	http://academicaffairs.ucdavis.edu/policies/step-plus/guidelines-for-advancement-senate.html	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.	https://www.lifescied.org/doi/10.1187/cbe.17-02-0032		Diane	O'Dowd	dkodowd@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.	http://ovptl.uci.edu/news/find-your-way-with-the-compass-project/		Michael	Dennin	mdennin@uci.edu
UC System	Teaching	System		Policy - Online Form	Created two submission boxes for teaching evidence to align with policy expectation			Diane	O'Dowd	dkodowd@uci.edu
UC System	Teaching	System		Policy	Developing policies describing P/T criteria for LPSOE series			Diane	O'Dowd	dkodowd@uci.edu
UCLA	Teaching	Institution		Workshop	Campus-wide workshop being hosted on June 12, 2018	https://ceils.ucla.edu/teaching-symposium/	Center for Education Innovation and Learning in the Sciences	Erin	Sanders	erins@ceils.ucla.edu
UNC-Chapel Hill	Teaching	College		Policy	The Arts & Sciences Departmental Faculty Personnel Guidelines in each department includes descriptive langauge in the section, "B. Standards of Teaching."	https://academicpersonnel.unc.edu/arts-sciences-departmental-faculty-personnel-guidelines/				

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USC	Teaching	Institution		Peer Review	Peer review will be based on classroom observation, and review of course materials, course design and assignments. Peer evaluators also will consider teaching reflection statements and inclusive practices.	https://docs.google.com/document/d/1Qmy5U9R-28GeehUuAIxNPzQWsi2ZT6h5xKnfds3R6CI/edit	Center for Excellence in Teaching	Ginger	Clark	ginger.clark@usc.edu
UT Austin	Teaching	College	College of Natural Science	Observation Tool - Peer Obersvation and Evaluation Tool	Create a college-wide teaching obersvation and evaluation program.	https://cns.utexas.edu/faculty-affairs/faculty-policies-forms-and-information/46-deans-office/faculty-affairs/1449-teaching-assessment-templates#templates	Texas Institute for Discovery Education in Science (TIDES), Teaching Evaluation Committee	Sarah	Eichhorn	s.eichhorn@austin.utexas.edu
Valencia College	Teaching	Institution		Policy - Essential Competencies of a Valencia Educator	Faculty-defined educator competencies. Also an action research project is required to document active research on the improvement of a faculty member's teaching.	https://valenciacollege.edu/faculty/development/tla/documents/TenureProcessNarrative_000.pdf				
Washington University in St. Louis	Teaching	Institution		Observation Tool - OPAL	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.	https://circle.wustl.edu/projects/observation-protocol-opal/	Center for Integrative Research on Cognition, Learning and Education (CIRCLE)	Gina	Frey	gfrey@wustl.edu
Yale	Teaching	Institution		Guidance and Consultations	The CTL provides information about sources of feedback instructors can use to inform their teaching and also provides consulting services to faculty.	https://ctl.yale.edu/FacultyResources/Feedback-on-Teaching	The Yale Center for Teaching and Learning (CTL)	Jennifer	Frederick	jennifer.frederick@yale.edu

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