



Curators' Teaching Summit November 9, 2015

Teaching Topics for Non-Tenure
Track Faculty

MISSOURI
S&T

CRR 310.035 Non-Tenure Track Faculty

- ...performance of NTT faculty should be evaluated on the **primary responsibility** of the NTT appointment as well as **service** and **professional activities** related to that primary responsibility.
- There is no prohibition for NTT faculty to be involved in multiple duties related to research, teaching, or service. However, decisions regarding hiring, continuation of employment, and evaluation of NTT faculty performance **should relate to the primary purpose of their appointment** as defined by category and not be based on all three criteria.

Promotion of NTTs

- Each college should develop specific guidelines for the evaluation of performance which reflect the mission and needs of the college and university and cover only the primary area of the appointment as well as service and professional activities related to that primary responsibility.
- ...should be **reviewed annually by the appropriate unit supervisor**. The standards for performance should be based on specific criteria outlined by the academic division in advance. The performance reviews should be a formal, documented process with annual written evaluations.

Promotion of NTTs

- NTT appointees should compile a dossier of their activities, productivity, creativity and professional development to be reviewed on an annual basis. This material could also serve as the foundation for a dossier that could be used during the promotion process.

Slide courtesy of Mark Fitch

Building a Good Case for Promotion

Crafting Your Story

Develop a story about your work for
someone who does not know your work!

Building a Good Case for Promotion

- In a personal statement make clear the nature of your appointment and the specific expectations in your department for promotion and how you have met or exceeded them.

Building a Good Case for Promotion

Provide the Evidence!

Examples of good evidence:

- Descriptions of all courses taught
- Course material used
- Evidence of student success
- New course(s) developed
- Courses revised

Building a Good Case for Promotion

Provide the Evidence!

Examples of good evidence:

- Grants in pedagogy
- Workshops attended (and evidence of implementing change)
- Papers presented on pedagogy
- Publications on pedagogy
- Peer evaluations
- Participation in “Teaching Partners” (and evidence of implementing change because of that participation)

Building a Good Case for Promotion

Provide the Evidence!

Examples of good evidence:

- Student teaching evaluation numbers
- Summary of student comments
- Former student letters
- Recognitions and awards for teaching

Small Steps to Goals

- What is the next goal in your career?
- What are some steps that can take you there?
- What resources do you need to take the next steps?

Theresa Swift, associate teaching professor, electrical and computer engineering

- Evaluations of your teaching from faculty in your department
- Educational research and papers
- Up-to-date accomplishments and CV
- Letters of support – in and out of department
- Student comments from end-of-semester evaluations

Ask the Panel

- Larry Gragg, Curators' Teaching Professor
- Jim Drallmeier, Curators' Teaching Professor and chair, mechanical and aerospace engineering
- Kate Drowne, associate dean for academic affairs, CASB
- Merilee Krueger, associate teaching professor, psychological science
- Theresa Swift, associate teaching professor, electrical and computer engineering
- Dave Riggins, Curators' Teaching Professor
- Yu-Hsien Chu, associate teaching professor, business and information technology

Teaching Resources

- Teaching Partners
- List of faculty who can be observed
- Educational Research Mini-Grants
- eFellows Program
- Mid-Semester Feedback Assistance

Thank you!

- Please fill out a survey to give us your feedback. Thank you for attending!