

# TMRC Report on 2023-2024

David Steinman, Chair

# Overview

- **From July 2023 to May 2024, TMRC has met as a full committee 10 times, for a total of approximately 14 hours of meeting time**
- **Primary focus/mandate on managing Teaching Awards**
- **Three working groups, with meetings involving 10+ hours of work per group**

# Working Group 1:

## *Documenting Teaching Effectiveness in Annual Activity Reports (AAR)*

- **Previously, TMRC was commissioned to write the following:**
  - **2022: FASE Guidelines for the Assessment of Effectiveness of Teaching in Tenure, Continuing Status and Promotion Decisions (2022)**
  - **2023: FASE Best Practices for Assessing Teaching Effectiveness in PTR Decisions**
- **Inspired in part by ISTEP's structured evaluation form for AAR:**
  - **Internal draft report and resources (documents, videos) regarding structure for free-form AAR to help reflect on evidence of teaching effectiveness**
  - **Update: General support from C&D provide these as suggestions / guidance**

# Working Group 2:

## *Streamlining Teaching Award Applications and Adjudication*

- **Motivation:**

- Reduce applicant/reviewer fatigue
- Better alignment of guidelines and firewalling across awards
- Mitigate bias and (lack of) transparency in adjudication process
- Provide “institutional memory” for best practices in adjudication of awards

- **Main Outcomes:**

- Revised award criteria to better align with teaching effectiveness guidelines
- Structured form for online reviews by each member, blinded and summarized at beginning of adjudication meeting(s)
- Updated procedures and rubrics for TMRC manual

# Working Group 3:

## *Student Evaluation of Teaching*

- **Motivation:**

- Longstanding concern about (over-)reliance on and (over-)interpretation of course evaluation scores for assessing teaching effectiveness
- Support other working groups around use/recommendations re: course evaluations

- **Main Outcomes:**

- Preliminary analysis of open course evaluation data on Quercus to inform understanding trends in scores over years, and their "precision"
- Need for closer coordination with VDU and CTSI, e.g. TMRC suggests analyses

# Other TMRC Work

- **Presented with a proposal to name one of the teaching awards**
  - Not supported in principle by majority of TMRC (after much deliberation)
  - Detailed report submitted to Dean in May 2024
- **Bias and EDI**
  - Ongoing discussions on TMRC about potential biases (and consciousness thereof) in evaluations of teaching effectiveness/excellence
  - Want/need for FASE-specific training or guidance for *any* award, promotion, or standing committees?