

## Purpose

In the College of Sciences, we recognize that excellence in teaching and research go hand in hand in shaping the academic experience. While we have many faculty who focus intently on teaching and learning, many others are deeply engaged in advancing knowledge through research and we recognize that teaching is a vital part of the scholarly identity for all faculty. That is why the College established the Teaching Effectiveness, Advocacy, and Mentoring (TEAM) Committee in 2022—to support all faculty in telling a more complete and compelling story about their teaching.

Our goal is not to prescribe a one-size-fits-all model, but to offer a framework that respects the diversity of teaching approaches across disciplines. The TEAM Committee strives to partner with each school to provide constructive, collegial feedback and mentoring. We aim to help faculty articulate their teaching philosophies and practices in ways that are authentic, evidence-based, and aligned with their broader academic goals.

This updated approach to evaluating teaching is designed to be more inclusive and flexible. It acknowledges that effective teaching takes many forms—some of which may not have been fully captured in past assessments. Our goal has been to develop Guidelines for Effective Teaching that offer clear, practical guidance while leaving room for individual expression and innovation.

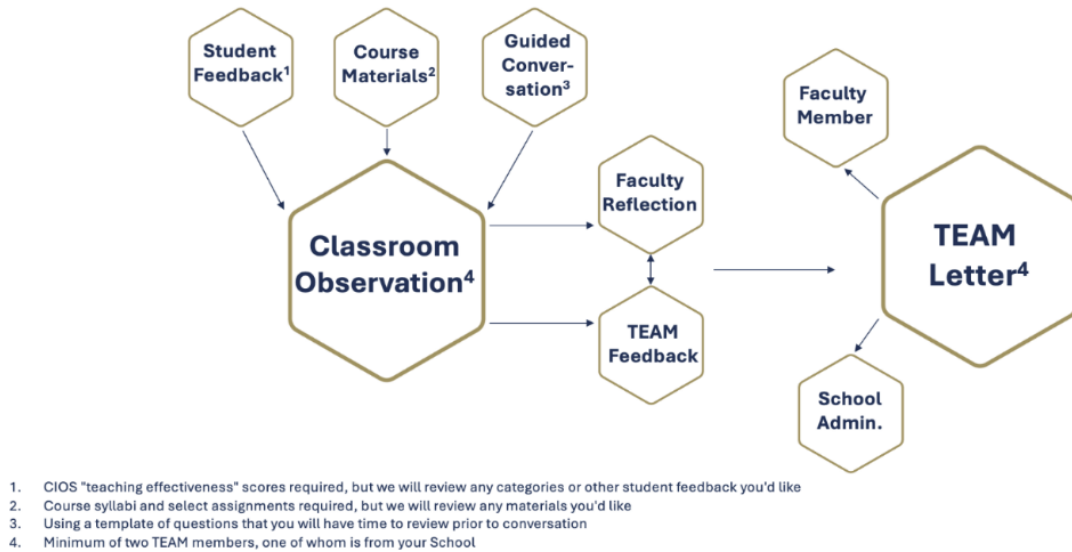
We deeply value the time and thought you invest in your teaching. Whether you are refining a course you've taught for years or experimenting with new methods, our aim is to support you in making your teaching story as strong and meaningful as possible.

For concrete examples and ideas, we invite you to explore the expanded version of our Guidelines for Effective Teaching.

## Implementation

The evaluation process is designed to be collaborative and transparent. It includes:

- Student input (e.g., CIOS scores and selected comments),
- Peer feedback through observation and dialogue,
- And your own reflections on your teaching practices.



To ensure the most accurate and helpful review, we ask that you share relevant course materials and any context you feel is important before we meet for a guided conversation. You will also have a chance to debrief the observation and share your perspective afterward, if you like.

All of this information will be synthesized into a holistic review that highlights your strengths and identifies key themes in your teaching. This review will form the basis of a letter to accompany your promotion materials. You'll receive the final version of the letter at least two weeks before your submission deadline, ensuring full transparency and the opportunity for feedback.