

# Teaching Academy Executive Council Minutes

## April 22, 2021

### Members Present:

Angela Lumpkin, Courtney Meyers, Bob McDonald, Mitzi Lauderdale, Patrick Hughes, Brie Sherwin, Ali Duffy, Dominick Casadonte, Tara Stevens, Susan Tomlinson, Suzanne Tapp

### Members Not Present:

Carla Lacerda

### Approval of Minutes:

Susan moved to approve the minutes from March 30, 2021; Ali seconded. The council approved.

### Discussion:

#### *New Chair-Elect Selection*

Ali Duffy nominated herself for the Chair-Elect position. Angela notified the council that Ali will be away on faculty development leave in spring semester of 2022, but this would not prohibit her from becoming Chair-Elect. The council voted unanimously in favor of Ali to begin her term as Chair-Elect in fall 2021. The council will need to address her absence as well as Courtney's absence in spring semester of 2022.

#### *Burns Conference Speaker Selection*

Suzanne presented two potential options for the fall speaker—Sierra Dawson and Noah Finkelstein. The council members were able to preview their bios before the meeting. Noah Finkelstein is in the STEM field and several members expressed preference for him speaking at the Burns Conference. Dom believed he could encourage faculty as a peer to use self-reflection as a teaching evaluation tool. He could also speak to other groups on campus while he is visiting. Courtney mentioned the possibility of having both present if we did another virtual conference. Suzanne agreed and suggested having Noah join us in person and bring in Sierra for a virtual session. Dom moved to select Noah Finkelstein as the Burns Conference speaker; Susan seconded. The voted and unanimously approved. Suzanne will work with Noah to select a conference date.

#### *Update of the bylaws*

The council continued their discussion of the bylaws and proposed the changes below. Additions are in red:

- 3.1 An applicant for the Teaching Academy must meet the following qualifications:
  - (a) be full-time tenured or tenure-track faculty, full-time professor of practice, or full-time ~~instructor~~ **lecturer** who has been at Texas Tech University for a minimum of three years (**completed** six long semesters),
  - (b) be nominated and seconded by current Teaching Academy members,
  - (c) be committed to promoting teaching improvement throughout the university, and
  - (d) possess evidence of teaching excellence at Texas Tech University.

3.2 Teaching Academy membership is limited to 20% of the **full-time** teaching faculty on **all of its** ~~the Lubbock~~ campuses.

4.1.1 The Executive Council is composed of ~~12~~ **14** Teaching Academy members who are elected from the full membership of the Teaching Academy, with two representatives from the College of Arts and Sciences, one representative from each of the remaining colleges within Texas Tech University, ~~and one representative from the Law School,~~ **and two at-large members**. Each member shall serve a three-year term. ~~Approximately o~~**One** third of the Executive Council shall be elected each year. No member of the Executive Council shall serve consecutive full terms, with the exception of the member who is elected to be the Chair-Elect. The Chair-Elect will then fulfill the rotation as Chair-Elect, Chair, and Past-Chair before rotating off the Executive Council.

6.2 The standing committees consist of two representatives from the College of Arts and Sciences, one representative each of from the remaining colleges within Texas Tech University, one representative from the Law School, **and two at-large members**. The selection of the standing committees will be completed by an election from the full membership of the Teaching Academy. The nominee with the most votes received has the opportunity to accept the nomination. If they chose to decline, the runner-up has the option to accept the nomination. Each committee will operate with a minimum of nine members with one representative elected from each of the colleges. If there is an insufficient number of Teaching Academy members who are current faculty in a particular college to elect a representative for any Teaching Academy committee, then the Teaching Academy will elect one or more “at-large” members of the Teaching Academy to serve on those Standing Committees.

Mitzi emphasized that all these changes are being made to make the language more inclusive. The council recognized the need for representation from remote campuses, the School of Veterinary Medicine, and University Programs that were not included in the previous language. Dom moved to adopt the revisions; Susan seconded. The council approved all changes.

*Updates of the Voting Protocol*

The council continued their discussion of the Voting Protocol from last month and proposed the changes below. Additions are in red:

5. All committee members must review and score all applications. **However, in compliance with OP 10.20 if a conflict of interest exists, defined as “A conflict of interest refers to a situation in which an employee’s financial, professional, or other personal considerations may directly or indirectly affect, or have the appearance of affecting, the employee’s judgment in exercising any duty or responsibility, including the conduct or reporting of research, owed to the institution,” this committee member is required to be recused from voting on that application and participating in the discussion of that application., even if they are a member of the department, program or unit from which the application is submitted. To counteract any perception of conflict of interest, we have instituted “Olympic scoring” in which each committee member reviews and scores all proposals**

~~(regardless of whether they know the authors).~~ New Member Selection, Departmental Excellence in Teaching Award, and Chancellor's Council Distinguished Teaching Award committee members cannot write nomination or recommendation letters. Committee members will submit their scores prior to the committee meeting. The committee chair will then total the scores, but drop the single highest and single lowest scores for each application (~~Dugger, 1997; Geringer, Allen, MacLeod & Scott, 2009; Perkins & Allen, 1994~~). The remaining scores are then added and re-scored. ~~This procedure prevents a reviewer from elevating his/her own proposal and also prevents a reviewer from strategically devaluing a competitive proposal.~~ TLPDC support staff can assist the committee chair with the collection of committee scores and the preparation of a spreadsheet for the committee's use if desired.

7. Following discussion, revised scores shall be collected from committee members in attendance, **again with any committee member prevented from scoring an application related to a conflict of interest.** The committee cannot re-score the candidates more than one time. The results shall be tabulated using the process outlined in item 5 above. TLPDC support staff can assist the committee chair with revisions of the spreadsheet if desired. The highest-scoring department shall be awarded the DETA award. **However, if there is a tie for the highest-scoring department, then the committee must continue its discussion and will be allowed to re-score the applications a second time.** The highest-scoring applicants shall be awarded the Lawrence Schovanec Teaching Fellowships as funding permits. 80% of the total points possible according to the scoring sheets for Teaching Academy membership must be obtained for applicants to be selected for membership. (Provided the total number of Teaching Academy members does not exceed 20% of the total Texas Tech faculty population).

### **Points of Clarification:**

~~The term "Department" may signify an academic department, academic area, college, or unit on campus.~~ **The department or comparable academic unit demonstrates the existence of a "teaching culture," which reflects commitment to students, makes teaching a high departmental priority, and facilitates teaching excellence throughout the department.**

**The weighting for the Departmental Excellence in Teaching Award (DETA) will be 50% for the narrative, which includes use of the \$25,000 award, and 50% for Appendices A and B combined.**

### **References:**

~~Dugger, R. (1997). Inter judge reliability for the 1994 Oklahoma all state band auditions based on an Olympic style judging system. *Journal of Band Research*, 32(2), 66-75.~~

~~Geringer, J.M., Allen, M.L., MacLeod, R.B. & Scott, L. (2009). Using a prescreening rubric for allstate violin selection: Influences of performance and teaching experience. *Update: Applications of Research in Music Education*, 28, 41-46.~~

~~Perkins, D. W., & Allen, M. L. (1991). An investigation of inter-judge reliability of the Texas Music Educators Association all state orchestra string auditions. *Texas Music Education Research*, 21-23. Retrieved from <http://www.tmea.org/assets/pdf/research/Per1991.pdf>~~

Susan emphasized that some these changes come from the council wanting language to be more inclusive in defining who is eligible for the award beyond a department. The council wanted to continue discussing these points and will make final decisions in May. Angela plans to share these with the new DETA Chair, Kirsten Cook, for him to review and give feedback. Angela asked Molly to find a date for the May meeting. Ali suggested possibly changing the OP to adjust the DETA name and remove “Department,” although the EC

#### *Departmental Excellence in Teaching Award Ceremony*

The ceremony will be held virtually on May 3<sup>rd</sup> and will honor Classical & Modern Languages & Literatures and Kinesiology & Sport Management. Courtney plans to announce the Diamond Award recipients at the ceremony and the selection committee is meeting soon to decide. Mitzi had the idea to give the opportunity for all 53 applicants to share their stories, maybe through Marketing and Communications. Angela agreed that all should be recognized.

#### **Adjourn:**

Angela adjourned the meeting.

Minutes respectfully submitted by Molly Jacobs.