

Teaching Academy Executive Council Minutes

October 23rd, 2020

Members Present:

Angela Lumpkin, Courtney Meyers, Bob McDonald, Mitzi Lauderdale, Tara Stevens, Dominick Casadonte, Brie Sherwin, Suzanne Tapp

Members Not Present:

Ali Duffy, Carla Lacerda, Patrick Hughes, Susan Tomlinson

Approval of Minutes:

Dominick Casadonte moved to approve the minutes from September 25th; Mitzi Lauderdale seconded. The minutes were approved.

Discussion:

Draft Letter Regarding the Schovanec Teaching Development Scholarships

A letter was drafted by Bob McDonald, Past Chair, to President Schovanec regarding the scholarship that was awarded after the committee made their final selection. Angela Lumpkin reminded the committee about this situation from last year. The council gave positive feedback and approval. The letter will now be submitted by the council to President Schovanec.

Continued Discussion on Updating the Bylaws

Angela reminded the council of the suggested updates from the September meeting for Article VI, Section 6.2:

“Each committee will operate with the members elected from each of the colleges, even if a college does not elect a member, as long as the committee has a minimum of nine members.

If there is an insufficient number of Teaching Academy members who are current faculty in any college to elect a representative for each Teaching Academy committee, the Chair of the Executive Council may contact emeriti faculty in that college who were Teaching Academy members to seek a representative, if requested to do so by the College’s member on the Executive Council.”

Dom asked if there would always be representation on the Executive Council.

Angela recalled that the vacancies on the council were priority to make sure all colleges were represented there first. Suzanne Tapp and Molly Jacobs confirmed this.

Angela noted that currently, two of the standing committees have vacancies, one lacks someone from Architecture, one lacks someone from Honors.

Courtney Meyers pointed out that the bylaws call for a minimum of nine members on each committee.

Suzanne mentioned that it would be challenging to bring back Emeritus faculty.

Courtney noted that the language says you “may contact”, not “have to contact” emeritus faculty. Suzanne agreed and said it is worth trying next year.

Dom asked if the Library is included in representation. Angela said the bylaws do not list them as a department that requires representation.

Suzanne noted that the only Teaching Academy member from the Library had teaching experience mainly in the Honors College. She noted that Librarians don’t typically teach traditional classes.

Bob suggested the idea of having an “at large” member serve on a standing committee only when vacancies occur. He specified that this should not be a solution for the Executive Council because accurate representation is needed there.

Dom shared that this would at least help maintain a minimum number for the committees to function, but reiterated the importance of building Teaching Academy membership in the underrepresented colleges.

The council considered this idea and Angela suggested taking time to develop language for this addition before making a final decision.

Courtney clarified that this “at large” member would need to be part of the Teaching Academy.

Chancellor’s Council Distinguished Teaching Award Selection

Suzanne reminded the council that an application was submitted past the deadline. This was due to an error on the nomination form. It did not give an option to nominate an instructor despite the guidelines that state instructors are eligible. The appropriate adjustments were made to the website form, but communication to the nominator was delayed. The selection committee allowed this application to be submitted after the deadline since the error was the fault of the application form.

Angela noted that the OP might need to be adjusted to be clearer. The OP for this award states that faculty must have served at Texas Tech for a minimum of three years. However the nomination form give the ranks of Assistant Professor, Associate Professor, Professor, Assistant Professor of Practice, Associate Professor of Practice, Professor of Practice, and Other. Angela suggested changing this to be similar to the language about Teaching Academy membership eligibility:

“Must be a full-time tenured or tenure-track faculty, full-time professor of practice, or full-time instructor who has been at Texas Tech for a minimum of three years **(completed six long semesters)**”

Dom shared that it could be difficult for instructors who are nominated because they aren’t always able to meet the same qualifications as other faculty. It could automatically put them at a disadvantage.

Angela reminded the council that they do not control the OP, they can only make suggestions. She suggested removing the check boxes for specific faculty ranking and making the statement clearer about who is eligible.

Dom mentioned that this could help other colleges make their statements of eligibility clearer as well.

Mitzi suggested submitting the suggested new language for the President's Excellence in Teaching Award as well.

Angela stated that she could request that this be an agenda item to address at the next Provost's Council meeting, in hopes that the deans will implement these eligibility statements in each of their colleges.

Suzanne shared that these award guidelines are in OP 32.24 and it does not address eligibility.

Bob suggested having a blank box to fill in rank. Angela and Dom emphasized that the rank shouldn't be a factor, but the selection should be based off the applicant's teaching.

Bob and Dom mentioned the possibility of having separate awards for the varying ranks with more appropriate and criteria.

The council requested making an agenda item at the Provost's Council. Courtney noted that updating the language in this one PDF would have an effect on many awards across campus.

Tara mentioned that the one area of disadvantage might be in the criteria of teaching and contributions outside of the institution. She suggested maybe weighing each area differently to accommodate for this disadvantage. Dom also mentioned that instructors aren't always eligible for some of the awards that are expected of nominees for the Chancellor's Council award.

Courtney stated that colleges need to look closer at the award requirement and expectations when they nominate people. Since the colleges choose who they nominate, they should be more responsible for choosing someone who fits the requirements. Suzanne mentioned possibly promoting the criteria better.

Dom asked if faculty have won this award who are not in the Teaching Academy. Courtney said Erica Irlbeck was a recipient last year and is not a member.

Dom motioned to suggest updated the language in the Chancellor's Council Distinguished Teaching Award OP about eligibility to match the eligibility statement from the Teaching Academy new member criteria. Suzanne seconded. The council unanimously approved and the motion passed.

Angela brought up the OP32.13 Attachment B and the issue that the rating sheet is not consistent with the evidence required. Courtney noted that as a reviewer, she pulled information from the letters of evidence to inform her scoring for item C on the rating sheet. She shared that she looks for integration. She did advise that the OP should contain information suggesting that letter writers should attempt to address the requirements in item C.

Angela reminded the council that they had discussed requesting a teaching specific CV with a page requirement. Dom recommended giving a list of examples within item C to give clarification. Dom noted that item C was related to the requirement of internal evidence. Suzanne suggested creating a group to address these issues instead of the council trying to tackle these changes. Mitzi shared that she does not want to change too much about the evidence and rating sheet because the person preparing the application should put in effort to read the OP for understanding. Dom agreed but noted that some see research as teaching which is why some include their full CV instead of a teaching specific CV.

Tara noted that the weight of the requirements can sometimes be quantitative rather than qualitative. Dom stated that those details aren't necessarily outlined in the scoring process.

The council decide to create a sub-committee to decide on changes for this OP.

Angela will submit the approved suggestions to the Provost and notify him that a sub-committee may be making further suggestions in the future.

Teaching Academy Commitment Initiatives Update

Ali Duffy submitted her report in writing.

The Mentoring New Faculty subcommittee is hard at work, meeting with new faculty members. I have heard back from two mentors who have reported that these meetings are appreciated by the new faculty mentees and that it seems to offer them a good opportunity to ask questions about the Lubbock community and the university at large specifically. To evaluate the success of our initiative, I'd like to survey the mentors and the mentees at the end of the semester to ask what went well, what we should consider changing, and whether we should add more structure to these meetings (with specific prompts, etc.). I was thinking this could be done anonymously through Survey Monkey, but I'm open to any means of collecting feedback. This initiative has also dovetailed nicely into the work I'm doing on the Faculty Success Advisory committee. Once the new Faculty Success Center is initiated on campus, I think our (Teaching Academy's) efforts for faculty mentorship could make a strong impact in this new center. Finally, I am still interested in recording either some webinars or podcasts to post on the TLPDC and/or TA websites, but no one on the subcommittee has yet shown specific interest in developing these. I could probably take on some of these recordings in the spring and would love assistance or ideas for implementing them. I would love to hear any feedback from you all about what else we could be doing for new faculty members.

Courtney shared updates from the teaching evaluation group. They discussed initial strategies and efforts. They designated work groups and will meet again in December to finalize these groups. These groups vary in purpose, from talking about what evaluation is to tangible strategies.

Dom shared updates from the student mentoring group. They sent an initial email and received many responses from students. They are finalizing the scripts for videos that will be filmed in the next week. They are started to host brown bag lunches called "Raider Facs and Snacks". The first is being planned. They also created listening groups and discussed how to gain student's trust. The idea for RaiderReady has been deferred to January. There was also an OSS mail out that was sent on October 16th. They talked with MentorTech and the First Gen office to gather good ideas. Angela shared that these efforts are making a difference and she praised the council and other participants.

Provost's Council Notes- October 19th

Executive Director Jim Bret Campbell provided an overview about the National Ranching Heritage Center, which has now reopened. The National Ranching Heritage Center is a partnership between Texas Tech University and the Ranching Heritage Association, which is a non-profit member association working to support it. The National Ranching Heritage Center's 19-acre park houses 50 historical structures, with many over 100 years old, depicting the evolution of ranch life from the later 1700s to mid-1900s. Its 44,000 square-foot museum through seven galleries showcases western art, photography, and artifacts. Campbell proudly told about the recent additions of the Spur Ranch Trinity Church, Eclipse Windmill from the Cannon

Ranch, and to its 42 life-size bronze outdoor art pieces. He shared the involvement of Hank the Cowdog with its associated books and podcasts and educational workshops and materials provided for teachers and students by the National Ranching Heritage Center.

Dr. Carol Sumner, Vice President of the Division of Diversity, Equity and Inclusion and Chief Diversity Officer, spoke about the implications for Texas Tech University from President Trump's Executive Order No. 13950, Combating Race and Sex Stereotyping. This executive order identified "divisive concepts" as they related to diversity training conducted by governmental and educational institutions and the use of three types of concepts in trainings: "Divisive concepts," "Race or sex stereotyping," and "Race or sex scapegoating." This order defines each of these terms. Questions about any diversity trainings should be directed to Dr. Sumner or Eric Bentley, Vice Chancellor and General Counsel.

Announcements will be forthcoming soon about virtual fall commencement and date changes in the spring academic calendar.

Adjourn:

Angela adjourned the meeting.

Minutes respectfully submitted by Molly Jacobs.