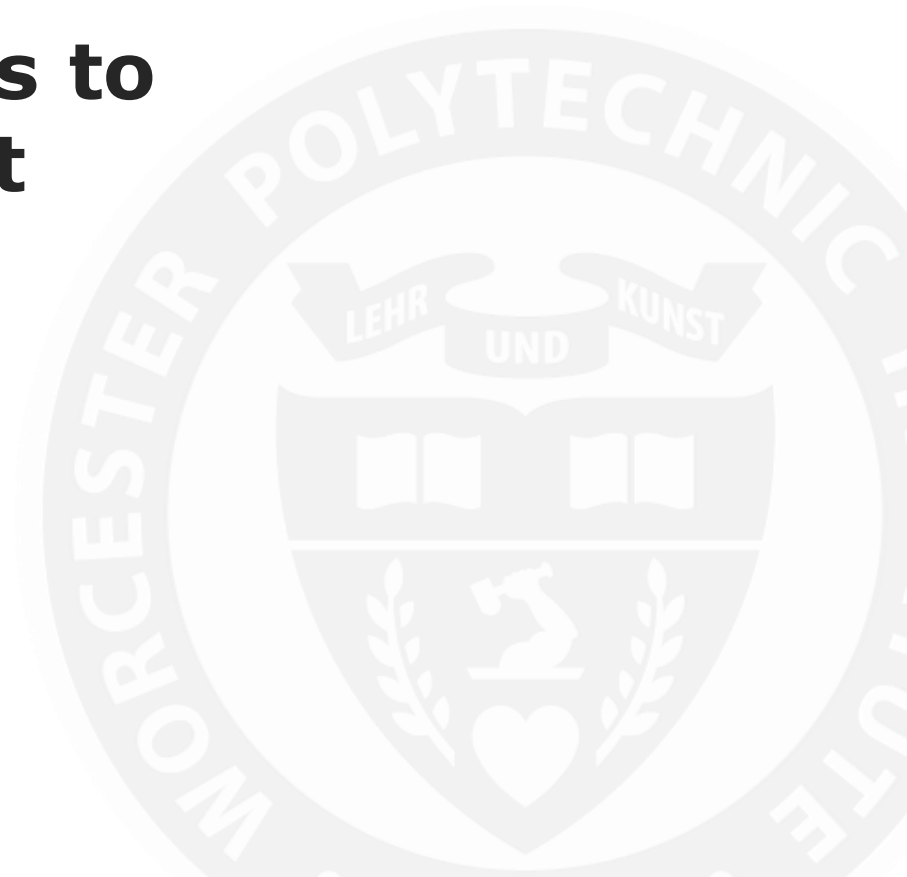


WPI

Improving Faculty Reward Systems to Recognize Innovative, High Impact Teaching

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Institute on Project-Based Learning
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Lightning Introductions

- Name, institution, role
- Why you chose this workshop

Reward systems are an important lever for institutional change

Institutional Change for Evidence-Based Teaching

INDIVIDUALS

Pedagogical workshops, institutes

Faculty learning communities

Communities of practice

Consultations and coaching

ENVIRONMENTS AND STRUCTURES

Reward systems

Policies and practices

Institutional and departmental cultures

Support systems

Henderson, C., Beach, A., & Finkelstein, N. (2011) *Journal of Research in Science Teaching*, 48(8), 952-984.

Reward systems also influence WHO is valued and who advances



WHAT is valued



WHO is valued
WHO has security



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Workshop Objective and Agenda

Identify one small step related to faculty rewards that *could* be part of your institutional action plan to advance PBL

1. Pre-work: Inventory of policies and practices that recognize and reward high quality teaching
2. Share experiences across institutions: successes and progress, problems and concerns
3. Individual brainstorming

+ workshop evaluation

Inventory of Reward Systems that Recognize Innovative, High Impact Teaching

	Successes and Progress	Problems and Concerns
Evaluation of Teaching – Policies and Processes		
Promotion and Tenure – Policies and Processes	<p>In your breakout room, please share one success/area of progress from each of your institutions and one problem or concern. You'll have about 10 min total. Facilitator/timekeeper/reporter will be the person with first name that's first in the alphabet.</p>	
Merit Pay / Reappointment		
Union Contract		
Teaching Awards		
Other Forms of Recognition		

In your breakout room, please share one success/area of progress from each of your institutions and one problem or concern. You'll have about 10 min total. Facilitator/timekeeper/reporter will be the person with first name that's first in the alphabet.

Examples from WPI

	Successes and Progress	Problems and Concerns
Evaluation of Teaching <i>make innovative teaching more visible</i>	<ul style="list-style-type: none"> • Student Reports on IQP and MQP Learning and Advising • Assessment of learning gains • Use of teaching portfolios 	<ul style="list-style-type: none"> • Concern about student ratings limits risk-taking • Most departments do not have peer review processes
Promotion and Tenure – Policies and Processes	<ul style="list-style-type: none"> • New promotion policy that rewards multiple forms of scholarship • New teaching-track to tenure 	
Other forms of recognition	Longer, secure contracts for teaching faculty not on tenure-track	
Teaching Awards	Young Faculty Award for Innovation in Undergraduate Education	

Individual brainstorming

- Thinking about the faculty rewards systems at your institution, which needs, opportunities, concerns might you address as part of your action plan to advance PBL?
- What might be a short-term step? A longer-term goal?

Resources

- Recognition and Evaluation of Teaching in Higher Education: Proceedings of a Workshop-In Brief. National Academies of Science, Engineering, and Medicine. January 2020. <https://www.nap.edu/read/25685/chapter/1>
- Re-envisioning Promotion and Advancement for STEM Faculty: Proceedings of a Workshop-in Brief. National Academies of Science, Engineering, and Medicine. March 2020. <https://www.nap.edu/read/25742/chapter/1>
- National Dialogue on Transforming STEM Teaching Evaluation in Higher Education, January 14-17, 2021. <https://sites.google.com/view/stemteachingevaluation/home>
- Initiatives and networks
 - TEval: Transforming Higher Education – Multidimensional Evaluation of Teaching. <https://teval.net>
 - ASCN: Accelerating Systemic Change Network: <https://ascnhighered.org>
- WPI policy documents and evaluation instruments (Institute website)