

Key Area 4 Support Excellence in Teaching

Below is this committee's work to parse the suggestions from the last strategic plan CCOE meeting down into goals for Key Area 4 Support Excellence in Teaching in the ETSU Strategic Plan.

Goal A is Provide support and resources for addressing recommendations of the Work Group on Teaching that garner formal university endorsement. The committee's suggestions:

- To have excellence in teaching, the CCOE needs to have the **time** to create/revise courses, enough faculty and/or adjuncts **with the right experience/expertise** to adequately cover courses and the staff needed to support the faculty to be able to teach well.
- Ideas/methods of teaching are to be shared **within and** across departments so we can learn from each other the best methods to use with college students.

Goal B is Develop academic staffing plans, workload policies, and monitoring protocols that support education, research and scholarship, and service and that reflect both peer standards of practice and support by academic administration at the department, college, and university levels. The committee's suggestions are:

- We need to have a way to give constructive feedback for what an instructor/professor is doing and what changes need to be made to determine if it is working and need to continue as is or if the instructor needs to teach with a different approach to foster better skills of instruction.
- To truly gain excellence in teaching, we need to understand that not everyone excels in teaching, research, and service. There needs to be differentiated ways to obtain tenure with faculty to be allowed to do more of what they excel. (i.e., researchers have a heavier research load while those who excel at teaching have a higher teaching responsibility.) **We need to establish a committee to determine differential ways to obtain tenure.** Every way to obtain tenure need to have equal respect.

Goal C is: Support strategies for enhancing curricular, pedagogical, program delivery (including calendars), and infrastructure that encourage innovations that reflect commitment to student engagement, learning, and academic success. The committee's suggestions:

- To have excellence in teaching, The CCOE needs to have the **time** to create/revise courses, enough faculty and/or adjuncts to adequately cover courses and the staff needed to support the faculty to be able to teach well.
- We need to look at the design and delivery of our courses to determine how we can teach the materials more effectively in a culturally competent manner to reach a broader audience of potential students.
- **A committee needs to be formed to look at the pay of adjuncts so we can recruit top-notch adjuncts.** We need to have quality adjuncts so that they can be excellent in teaching. They need mentoring, training in teaching methods, and training in technology. There needs to be financial incentives for the adjuncts to go to trainings to improve their teaching.
- **Ensure everyone teaching a course (including doctoral students and adjuncts) know the content of the courses they teach as well as the delivery format (e.g. online, ITV) and**

technology needed to teach the courses including best practices and pedagogy for that teaching format.

Goal D is Define and pursue strategies to eliminate silos that limit interdisciplinary programming and encourage inter-college and inter-departmental collaboration. The committee's suggestion:

- To have excellence in teaching, we need to BE the leader at ETSU by modeling excellent teaching. We need to make a strong connection with the Center for Excellence in Teaching.
- We need to provide support for co-teaching courses to model best practices in the field of education.
- We need to provide more connections and opportunities to teach/co-teach at University School.