

College of Engineering Teaching Professor Review Guidelines and Criteria

I. Process (year one of two-year implementation period)

a. Lecturer / Department / College

Lecturers eligible for the Teaching Professor review will have until August 1, 2022 to request consideration for the title. Please email rpmhumanresources@umich.edu with copy to the Lecturer's Department Chair.

College will provide notice by August 19, 2022, of which of the applications will be reviewed within the first year of the implementation period, and the deadline for submission of materials. Please note, per the LEO contract, the College will complete the review of at least half of the eligible number of lecturers during the first year of implementation. Applications will be reviewed in order based on the highest years of service, with Collegiate Lecturers given priority.

Lecturers will prepare a statement that outlines how they meet the College's teaching professor criteria as outlined below (two page maximum) Lecturers will also be required to submit a teaching philosophy statement (two page maximum), an updated CV, and a list of courses taught to their Department Chair. The Department will review the materials and make a recommendation via memo from the Department Chair to the College's Executive Committee by September 30, 2022.

b. School/College

College Executive Committee will review Teaching Professor submissions based on the outlined criteria in October. Recommendations for the title will be made to the Provost from November through April based on the criteria outlined below. Those not recommended for the Teaching Professor title will not be forwarded to the Provost office.

c. Provost office

Lecturers will be notified of decisions by June 30, 2023. Changes to the lecturer's title will be effective with the start of the fall term following approval.

II. Criteria

a. Must be a Lecturer II or IV in good standing and are at or have completed their first Continuing Review. [Typically 12 years]

b. Must be able to demonstrate proficiency and/or excellence in the following areas:

i. Growth and advancement of the Lecturer's empirical, conceptual, and procedural knowledge relevant to the subject areas in which they provide instruction.

1. What innovations has the lecturer made to their teaching method over the years?

2. How is this growth demonstrated in the lecturer's courses and syllabi?

3. Does the lecturer demonstrate the ability for continued growth and innovation in their knowledge of their subject area?

ii. Evidence that the lecturer has evaluated and improved methods of instruction and shown high teaching standards;

1. How has the lecturer's theoretical approach to pedagogy grown over the course of their time as an instructor?

2. How has the lecturer's practical application of the delivery of instruction

evolved?

3. Does the lecturer demonstrate that they are attentive to pedagogy and are able to express how they evaluate pedagogy in order to continue to improve?

iii. Inclusive Teaching: How has the lecturer worked to incorporate into their instruction inclusive teaching methods and what work has the individual done in the instructional setting to advance the Diversity, Equity, and Inclusion mission of the University.

1. How has the lecturer contributed to the overall teaching mission of the university?

2. What steps has the lecturer taken to advance the university's DEI mission?

3. Can the lecturer demonstrate how this work has been incorporated into their instruction?

iv. Peer Review/Support: Provide one letter of support (not to exceed two pages) from a peer demonstrating that the individual meets one or more of the selection criteria.

v. Chair Support: Provide one letter of support (not to exceed two pages) from the department chair justifying the department's recommendation.

c. Although not a requirement or expectation of a Lecturer II or IV classification, we recognize that some Lecturers may participate in scholarly or creative production and may provide additional support in the following areas:

i. Lecturer has demonstrated scholarly or creative work within their field and has positioned themselves both internally and externally as having a heightened status within their field.

ii. Lecturer participates in activities or programs to advance the mission of the university, support their unit, or improve the culture of the learning environment.

iii. Lecturer leads and participates in curriculum development.

iv. Lecturer demonstrates leadership in the improvement, growth, or advancement of their administrative or service duties if such duties are a part of the lecturer's appointment.