Round Table: Faculty Development and Supervision
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Facilitator: Dr. Jim Green – INTO University of South Florida

Session Notes

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Round Table: Faculty Development and Supervision
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Discussion Topic: Faculty Evaluations
Dr Green shared the process for faculty evaluations at USF (see PPT uploaded on the MDS platform).
Questions from the participants:

GMU: How did you come to decide on markers of best practices?
USF: Markers are what we value in our program and we aligned our values and our markers (student-centeredness, assessment, content-based teaching, culturally responsive teaching). Faculty and admin had discussions about markers and this is how we decided on these markers.

GMU: What is an example of the teaching innovation?
USF: We added this marker because it is part of the promotion policy at USF. This marker requires consistent innovations, at least one per year. Examples could be types of assessments, ex., allowing students to create their own assessment. There is a rubric for innovations. We can share rubric with you. These are innovations for practitioners. We emphasize that the innovation is “New to You”, meaning something new for the instructor.

USF: What are other Centers doing for faculty evaluation?
SLU: We are creating a form to see what people do.

What are you asking faculty to turn in?
USF: A completed professional development matrix and self-assessment of how well they have implemented the markers of best practice.

Who does the final assessment?
USF: Ari and I supervise groups and we conduct the assessment for the members of our groups. We ensure the transparency of the process. Class observations allow us to see all markers at once. We have a pre-observation meeting, observation (which is taped), watch the video tape and then have a post-observation meeting.

Do you consider service as part of APR?
USF: Yes, it is part of our prof development. We do not separate prof dev and service. What about you?
GMU: Yes, we separate them. We do not quantify how much.
USF: We have set standards by quantifying the categories based on the impact to the programs.

Discussion Topic: Faculty Reassignment
OSU: We made a decision not to renew some hiring contracts. Budget cycle and enrollment are not synced and appointment letters go out before budget approval. We do not have a union.

USF: We have to include seniority as it is one of USF’s criteria.

How decision for non-renewal are made?
OSU: We look at what is important for the program and what our needs are. We do not decide based on the seniority. The reason is that we grew fast and we did not always have sufficient time & resources to focus as much attention as we would have liked on the quality of instructors.

CSU: Third of our faculty are adjuncts.
MAR: There are no adjuncts, 9-12 month faculty, we might hire adjuncts in summer
SLU: adjunct heavy
UAB: look for options to get faculty hired by the university
USF: we tried to find jobs for our teachers as well

What is your schedule for AE?
OSU: we have morning and afternoon classes. Teachers should be in the office when not teaching.
UAB: We require faculty to attend meetings every other week. Faculty can work remotely.
CSU: If job is written properly, there should not be an issue. Our faculty are good at it.