

FSEC Academic Affairs Committee
Report of Committee Activity
Fall 2023 - Spring 2024

The Academic Affairs Committee pursued three charges from the FSEC during the 23-24 academic year.

Charge 1. Long-term contracts for full-time non-TT faculty. Continue to work with the Provost office to begin implementation of committee recommendations.

- AAC members continued to ask questions and gave feedback on the process and the policy when it was sent out for comment.

Charge 2. Annual faculty performance reviews. Partner with the administration, specifically the provost and designees, to investigate current processes for annual faculty performance reviews at SLU. Collaborate with the Compensation and Fringe Benefits Committee on next steps for annual faculty review processes. Continue to work with the Provost's office to begin implementation of committee recommendations.

- Given the AAC's recommendations to the FSEC in 2021 regarding annual faculty performance reviews coupled with the development of the Teaching Effectiveness Project this year by Debie Lohe, AAC members chose to focus on one component of annual faculty performance reviews, specifically evaluation of teaching.
- To provide even greater focus, AAC members wrote its own supporting sub-charge:
 - *Review and collect examples of various approaches to measuring teaching effectiveness and discover which measures faculty are currently using.*
- AAC members read *Critical Teaching Behaviors* by Lauren Barbeau and Claudia Cornejo Happel.
 - AAC members discussed alignment between the book's six critical teaching behaviors (i.e., align, include, assess, engage, integrate technology, and reflect) and SLU's core values.
 - AAC members identified key takeaways and shared details with the Teaching Effectiveness Project team.
 - AAC members recommend the book as a resource for faculty who are looking to engage in this initiative.
- The AAC designed a method for faculty to anonymously share examples of effective teaching at SLU and/or methods of documenting effective teaching at SLU. In addition, AAC members marketed this "sharing of examples" initiative and personally encouraged faculty in their respective units to share examples.
 - AAC members reviewed the examples from 34 respondents, identified themes across the examples, and aligned the themes to the six critical teaching behaviors.
 - The top three behaviors are reflect, engage, and assess. We identified at least one example of integrate technology and include but failed to identify an example of align.
 - We shared findings and recommendations with the Teaching Effectiveness Project team leaders.

Charge 3. Work with the Governance Committee on exploring structures for an **Academic Senate** at SLU.

- The AAC did not receive direction on this charge.

Respectfully submitted,
Katie Kelting and Lisieux Huelman, Co-Chairs