Tenure & Promotion: Writing your Teaching, Research, & Service Statements

College of Education
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Agenda

• Why is it important?
• The process.
• Considerations for each focus area.
Statements: Document the Quality of your Teaching, Research, and Service

• The Basic Process
  • Brainstorm/Organization
    • Like a syllabus you need to think about ultimate/end goals for your courses.
    • What knowledge and skills do your students need to master?
    • How are you going to provide window in your courses?
  • Write draft
    • Think of your history as a narrative (past, current, & future).
    • Structure your statement around goals, methods, & assessment.
    • Identify themes, concepts, & ways of thinking.
    • Be specific & provide concrete examples.
    • Incorporate inclusivity.
  • Obtain feedback from colleagues
    • There is no substitute for having others read your draft statement!
  • Revise
GRIDS: Philosophy of Teaching Statement

Staples

• Goals
• Rationale
• Illustration/Implementation
• Development
• Success
  • https://ucat.osu.edu/blog/grids-philosophy-of-teaching-statement-staples/
Organize your teaching accomplishments: Internal and external evidence

**Internal**
- How does course design fit learning objectives? (syllabus, sample course materials, narrative)
- How well do students meet course objectives?
  - Document opportunities students have to work through material
  - Proportion of class showing change over course of semester
  - Other forms of assessment
- What do students think of the course and your instruction?
- How do you guide student thinking and behavior?

**External**
- Peer review of class instruction or course materials
- Conference/Workshop presentations, Publications
- Curriculum grants
- Teaching awards or recognition from other sources noting Instructor’s ability to engage students
- Feedback from alumni or employers on student learning (usually rare to have this)
Writing your draft....

• What do you believe about teaching?
  • What is most important in your courses or in the types of students you work with?
• How does your approach to teaching facilitate student learning?
How does your approach to teaching facilitate student learning?

• Provide specific examples and support through references to:
  • Course materials
  • Student work
  • Pre-test/post-test
  • Reflection on what is working and why
  • Document student learning

• Only include course materials that connect to specific points being made in narrative.
Include Your Accomplishments!

- Evidence for student-learning outcomes
- Teaching-related publications and/or presentations
- Teaching awards
- Teaching grants (curriculum, technology, online, other?)
- Course development
- Teaching innovations/curriculum design

- Teaching-related service
- Professional development relevant to teaching
- Discuss trends in student evaluations (or key items you want the committee to notice)
- Any additional information related teaching
  Example: Evidence of student mentoring
  - Student Research?
  - Student Advising?
  - Clinical Placements?
  - Relevant community service?
Common Weaknesses

• Lack of reflection or sufficient detail
• Abstract philosophy
• Using overly emotional language
• Empty statements
• Statement lacks examples that pull reader into the classroom and “see” rationale for your approach
Teaching Statements

• It’s more than philosophy...
• Write about how you implement that philosophy in your classroom(s) and how it works.
• Discuss other teaching activities such as community education and Scholarship of Teaching and Learning.
• Short concrete examples to provide a flavor of what it is like to be in your class.
• Be personal, use "I" and contractions.
• Sharing your passion for teaching!
Research or Scholarship Statements
The statement

• A brief history of your past research experience, the current state of your research, and the work you intend to complete.
• Situates your work within the larger context of your field.
• Addresses how your works contributes to, complicates, or counters other work being done.
What should it include?

• Begin with your broad field, larger questions of interest, & then move to specific areas of interest.
  • Include presentations, publications, creative works.
• Include external and internal grants or contracts.
  • Level of effort
  • $’s
• Demonstrate progression and line(s) of research.
  • Past.
  • Current.
  • Future.
Other considerations

• Interwoven and show progression.
• Include specific examples.
• Sell yourself!
Service Statements
Faculty as university citizens actively participate in advancing the interests of the department, the college, and the university for the benefit of the institution, the profession, and the community.

- Community
- Profession
- National or International

Address the nature, complexity, magnitude, and duration of the service.

The questions to guide your thinking are much like the questions for teaching.
Reflection Questions for Service

• **What type of service do you do?**
  - What are the main types of service that you do? You should focus on activities that are particularly important/time-consuming/challenging. Service in leadership roles is particularly valued.

• **Why do you engage in service?**
  - Why are you drawn to these particular service activities?
  - Is it rewarding, an enjoyable challenge, a service to others?

• **What are your goals?**
  - What are you hoping to accomplish through these service activities?

• **How do you do this service?**
  - Are there any particular strengths that you bring to these activities?
  - Are there any particular challenges that you must overcome?

• **How effective are you?**
  - Do you have evidence that your work has made an impact?
  - Refer to outcomes such as reports, projects, policies, or other outcomes of your work.
Helpful links in addition to handouts...

• [UNC Writing Center](#)

• [University of Michigan: Teaching Philosophy Statements](#)

• [University of Minnesota: Step by Step Instructions to Writing Your Statement](#)

• [Rubric for Writing Your Teaching Statement](#)

• [How to Talk About Teaching](#)

• [4 Steps to a Memorable Teaching Philosophy](#)

• [Understanding Our Strengths & Weaknesses as Teachers](#)