WASHINGTON STATE UNIVERSITY

April 16, 2018

Judith McDonald
Chair, WSU Faculty Senate

RE: **WSU Teaching Portfolio guidelines - requested change to the WSU Faculty Manual**

Judi,

I am writing you in your role as Chair of the WSU Faculty Senate to follow up on an issue you and I have discussed previously. It involves a proposed change to the WSU Faculty Manual regarding the TEACHING PORTFOLIO.

As we've discussed, the WSU College of Veterinary Medicine, in collaboration with 4 collaborating colleges in our West Region CVM "Regional Teaching Academy," have been advocating for the use of an Educator's Promotion Packet / Professional Dossier.

The dossier is an evidence-based process/format that we modified from the American Medical Association's (AAMC) Toolbox for Medical Educators (see references below). The packet includes a Teaching Portfolio section. The Teaching Portfolio in the packet is a bit different from WSU's in that it is a more of a reflective document wherein educators are prompted to describe up to 5 carefully selected teaching activities/accomplishments they wish to highlight. The format encourages educators to incorporate their teaching activities into their Curriculum Vitae, alongside their research but in a well-organized fashion that also includes some evidence of outcomes.

The problem for the WSU CVM is that the current WSU Faculty Manual does not allow for direct use of this evidence-based approach. The approach can be "shoe horned" in using the WSU promotion package's appendices/supporting materials in creative ways, but that generates additional, unneeded work for applicants going up for promotion.

Equally important, the current Faculty Manual "strictly limits" an applicant's Teaching Portfolio to **5 pages**. We do not believe the current WSU limitations allow a faculty member with a strong educational focus or accomplishments to appropriately showcase her/his achievements. It also does not allow for the format the Regional Teaching Academy has proposed for use in veterinary medical education. The RTA format is templated, based on modifications to the AAMC original by the University of California – San Francisco School of Medicine. UCSF also faced problems with the length of promotion packets and so came up with a template approach to develop an Educator's Portfolio. The veterinary medicine version represents minor revisions of the UCSF approach and has the potential to generate a Teaching Portfolio of up to 16 pages.

I am writing now to request revision of the Faculty Manual regarding the length of a faculty member's Teaching Portfolio. I'm not sure what the best approach might be, but can see at least 2 possibilities.

1. One option would be to simply increase the page limit to 16 or so. I completely understand why a limit was imposed and agree with the goal of not burdening colleagues and other reviewers by asking them to read overly long documents. However, limiting the Teaching Portfolio to just 5 pages seems arbitrary – unless of course that same limitation is applied to the other university missions of research, outreach, and service. I don't see that happening.

2. Another possible option might be to insert language allowing for substitution of an alternate format (including length) if that format is evidence-based and/or supported by the profession (e.g. medical and/or veterinary medical education). Both of these stipulations would apply to the AAMC format the vetmed RTA has proposed.

Can you advise me on how best to move this proposal forward? I look forward to working with you on this initiative.

Respectfully,

Sincerely,

Stephen A. Hines, DVM, PhD, DACVP
Professor of Veterinary Microbiology & Pathology
Berger Keatts Distinguished Professor (Excellence in Teaching)
Associate Dean for Teaching & Learning
Founding Director, WSU CVM Teaching Academy

References:

- West Region CVM "Regional Teaching Academ" (RTA)   Home page. https://teachingacademy.westregioncvm.org/

- RTA's Educator's Promotion Packet / Professional Dossier. RTA External Peer Review of Teaching Initiative. https://teachingacademy.westregioncvm.org/initiative_eprt/

- UCSF School of Medicine, Center for Faculty Educators. The Educator's Portfolio (EP) documents.

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