**Teaching Start-up for Tenure-Track Faculty**

**Goal: Provide each incoming tenure-track faculty member in Science early support in implementing evidence-informed teaching that supports inclusion, equity, retention, engagement, and academic success.**

**Model: Paired-teaching, in which an incoming tenure-track faculty member collaboratively teaches an existing well-structured course with a faculty member experienced in evidence-based pedagogy.** *(See Stang et al, 2017)*

**The Faculty of Science will provide:**

* 0.5 course release ($5,250) to departments for each instance of a paired teaching experience for an incoming faculty member.
* Skylight support for training Science Education Specialists (SESs) to support pairs (or Skylight will work out an alternative for units without an SES)
* Skylight support to evaluate effectiveness

**Departments will:**

* Identify a faculty member who can be the main contact for paired teaching
* Identify teaching pairs
* Identify an appropriate course
* Communicate with new hires, which includes articulating the teaching start-up arrangement in offer letters (*as possible, some are already in progress this year*). *See potential text for offer letters at end of this document.*
* Set up teaching assignments such that paired teaching is a new faculty member’s 1st undergraduate course at UBC (or close).
* Agree that some SES time will go toward supporting pairs
* Give full teaching credit to both members of the pair
* Provide any additional funding (beyond FoS’ contribution) to pay for a sessional, if needed

**Paired faculty members will:**

* Agree to fully participate in this collaboration
* Agree to participate in evaluation (e.g. interviews and/or written responses)

**Memorandum of Understanding for Teaching Start-up, Between Departments and the Faculty of Science**

The purpose of this MOU is to outline the agreement between a department and the Dean’s office, including the Science Centre for Learning and Teaching, regarding paired teaching for incoming faculty members.

**Pairs information:**

Department: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact for paired teaching (a faculty member): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Incoming faculty member (in pair): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Experienced faculty member (in pair): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Course with evidence-based techniques, to be pair-taught: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Teaching term: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Short course description – course structure, pedagogies used:

**Department checklist:**

 This course has learning goals, assessments and activities aligned with one another.

 The Science Education Specialist will support this pair, or other arrangements have been made for support.

 Both members of this pair will receive full teaching credit for this course and be listed as instructors of record.

**Dean’s Office & Skylight checklist:**

 Teaching start-up funds ($5,250) will flow during the term of paired teaching.

 Skylight will provide support for training and evaluation.

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[Member of Pair] Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[Member of Pair] Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[Department Head] Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[Skylight Director or designate] Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[Dean or designate] Date

Potential/suggested text for offer letters regarding teaching start-up. Highlighted sections will vary. Modify as needed.

**Teaching start-up**: For your first undergraduate teaching assignment as a UBC tenure stream faculty member, you will be supported in collaboratively teaching a course with another faculty member. The goal is to provide you with an opportunity to teach in a course that is already structured based on evidence about how people learn. We have learned that this type of early experience sets up faculty members well for their future teaching at UBC. [You and your paired instructor will be supported by a Science Education Specialist [other person]]. You will be expected to fully participate in this collaboration, and in evaluation of the experience (e.g. interviews and/or written responses). Both members of the pair will receive full teaching credit for the course. The Department of X will be compensated by the Dean’s office for this additional teaching.

[If course/pair is already known]

The course will be XXX taught in [September-December/January-April]. The instructor with whom you will be paired is YYY.

[If course/pair is not known yet]

We will discuss with you an appropriate course and paired instructor well in advance of the start of your first term teaching. We expect that this course will be within the first two years of your appointment.