



*Equity, Engaged Scholarship,
and the Collaborative Edge
in a Diverse, 21st Century Academy*

2016 – 2020 Institutes Series

It is commonplace for college campuses to say they foster inclusive excellence and support diverse faculty and diverse forms of scholarship. However, the rubber hits the road in how departments, colleges, and institutions organize their reward systems. By reward systems we mean all of the ways faculty are recruited, retained, evaluated, advanced and recognized.

As a key component of New Jersey Campus Compact's 2015-2020 priority issues and actions, we are partnering with Dr. KerryAnn O'Meara to offer a series of one-day Institutes for teams of chief academic officers, associate provosts, academic deans, chief diversity officers, union representatives and key community engagement professionals. Each Institute takes place on the campus of the registered team and is designed to work solely with that one team's interests. We invite you to develop an institute with us to consider equity-minded reforms in your academic reward systems that support diverse faculty and diverse forms of scholarship, with particular attention to engaged scholarship.

Questions we can Probe During the Institute

1. Why might a closer review and consideration of such policies be important – trends, benefits, impacts, research funding, competition v collaboration?
2. How do current policies regarding hiring, promotion and tenure, workload and rewards more broadly reflect your institutional identity, values, and priorities regarding engaged scholarship and inclusive excellence?
3. What policies currently at your institution a) already reflect or b) might be altered slightly to ensure an equity-imperative?

The Process

- Once commitments are received from your team, you will be asked to complete a *Reward System Practices* audit. This will help you identify and agree on areas that you particularly wish to address in a one-day Institute on your campus (*EG, reward system practices, promotion and tenure, workload*).
- Teams will then collect appropriate policies and documents and add to the completed audit, then share with facilitators' a month before your Institute.
- At the Institute, we will meet and consider rationales for change, examples and strategies for reform, and create action plans for teams to carry out following the Institute. NJCC will continue to be a resource to teams in order to advance the work.

New Jersey Campus Compact is a 501c3 presidents' higher education coalition. Visit www.njcampuscompact.org.

Supporting community prosperity through purposeful engagement

How to Begin the Process

These Institutes are designed to work with one team assembled from your institution and focused on your identified priorities with respect to reward system practices. We will offer up to two Institutes per semester at agreed upon dates. Please understand that the allocations will fill quickly but we will continue to offer the institutes over the coming 5 years during this 2016 – 2020 cycle of initiatives.

2016 Academic Calendar Dates **Sold Out:**

March 3 – Raritan Valley Community College

May 27 – Montclair State University

Please provide two dates during the 2017 or 2018 academic year that will work for your group and let us know by email as soon as possible, at

njcc@stockton.edu .

Cost

\$800 per Team for a one-day Institute

This is a dramatically reduced price and exclusive Campus Compact member opportunity. Payment will be made 30 days prior to the institute and can be sent with your team's completed audit and policy packet. In order to process payment, you will receive an invoice 60 days prior to the Institute.

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