The FACULTY REWARDS INSTITUTE
And PROMOTION AND TENURE POLICY REPOSITORY

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CALL FOR PARTICIPATION

Faculty Rewards Institute
Higher education institutions are increasingly diverse, with more women and faculty of color than ever before. More faculty scholarship is engaged, interdisciplinary, collaborative and crafted for public, as opposed to disciplinary, audiences. Greater diversity in our scholars and scholarship can be the greatest strength of a higher education system set in a diverse democracy. However, our academic institutions are not yet structured to fully include and embrace all scholars and their contributions. Our faculty reward systems need to change if they are to acknowledge the full range of scholarship of a diverse faculty.

We invite your campus to join a knowledge-sharing community wherein campus teams will come together to tackle one or more faculty roles and rewards system reforms:

Teams will vary in composition and purpose. Your team could include 3 or 4 members of a department, or 4 or 5 members of a campus-wide APT task-force. A group of community engaged faculty from a campus might come together and form a team to recommend a new process for documenting engaged scholarship. A director of community-based learning might form a team that includes faculty and associate deans to develop new forms of faculty development and recognition for engaged faculty. Recognizing the increase in non-tenure track faculty roles, union leaders might form a team to ensure contingent faculty have greater access to professional development and resources to become involved in community engagement. Teams might also be formed to consider other contemporary areas of faculty roles and rewards reform, such as change to assess and acknowledge interdisciplinary research and teaching, to support student access and diversity, to recognize and reduce unconscious bias in evaluation processes, or to support work-life balance.

Facilitated by KerryAnn O’Meara, Tim Eatman and Saul Petersen, the Faculty Rewards institute will provide working space, thinking time, and a repository of concrete examples for your team to develop strategies and plans.

Promotion and Tenure Policy Repository
We know that concrete examples enhance agency and action. We will manage a Promotion and Tenure Policy reform repository site. Entrants to the site can post links to publicly available documents, as well as the documents themselves, that provide concrete examples of new ways of acknowledging engaged scholarship. The site also acts as a listserv by engaging participants in discussions and posting contributions to participants via email. Because we are interested in other areas of inclusion—you will also find a place to post public documents pertaining to engaged scholarship, work-life policies, policies regarding valuing diversity work, policies rewarding interdisciplinary research, policies that remove noise and bias from external review, policies that acknowledge excellence in teaching, and policies that support full-time non-tenure track and contingent faculty.

FACULTY REWARDS INSTITUTE
Eastern Region Campus Compact Conference
October 14th, 2015
at Rutgers University, Newark, New Jersey

To express interest, teams need only develop a one paragraph working statement that identifies their team’s goals and team member composition, then send it along to saul.petersen@stockton.edu

PROMOTION AND TENURE POLICY REPOSITORY
Online Repository and Discussion Site
Join for free at NJCC Virtual HUB
From now until the October 2015 Eastern Region Campus Compact meeting in Newark New Jersey
In the “Repository” dropdown menu is a section on Community Engaged Scholarship, there are already multiple policy examples and useful research on the subject. We will use this year to strengthen existing policy repository while also filling a second folder titled “Other Inclusion Policies”. Public documents pertaining to engaged scholarship, work-life policies, policies regarding valuing diversity work, policies rewarding interdisciplinary research, policies that remove noise and bias from external review, policies that acknowledge excellence in teaching, and policies that support full-time non-tenure track and contingent faculty... and more! This push is for the next year leading up to ERCC2015 in Newark New Jersey.

To request membership, please visit: [http://groupsites.com/NCampusCompact/join](http://groupsites.com/NCampusCompact/join) or click "Join Group" button to the right. Then get involved in discussions and file-sharing and, together, we will improve our collective efficacy with respect to this work. Thank you!