

The FACULTY REWARDS INSTITUTE And PROMOTION AND TENURE POLICY REPOSITORY

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



Promotion and Tenure Policy Repository

Coordinated through the NJCC Virtual HUB at (www.Groupspaces.com/njcampuscompact)

The screenshot shows the GroupSpaces interface for the 'Campus Compact New Jersey Virtual Hub'. At the top, there are navigation links for 'Home', 'Events Calendar', 'Discussion', 'Members', and 'Repository'. Below this is a section titled 'About this group' which contains a welcome message and contact information for Saul Petersen. To the right of this section is a 'Join Group' button and a 'Sign In' link. Below the 'About this group' section is a 'News & Announcements' section with a link to 'NJCC NEWS'. At the bottom of the page, there is a footer with the text 'NJCC VIRTUAL HUB Powered by GroupSpaces - Terms - Privacy Policy - Cookie Use - Create Your Own Group'.

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.

The screenshot shows the 'Repository' section of the Campus Compact New Jersey Virtual Hub. It displays a list of files under the heading 'Eng. Schol. Policies'. The files are listed in a table with columns for 'Filename', 'Uploaded by', 'Size', and 'Date'. Each file entry includes a 'Download' link and, where applicable, 'View' and 'Download' links.

| Filename | Uploaded by | Size | Date |
|--|---------------|----------|----------------|
| Grants for Engaged Scholarship, Richard Stockton College of New Jersey.docx | Saul Petersen | 108.25Kb | Nov 13th, 2014 |
| Interrogating Assumptions Final.doc | Saul Petersen | 57.5Kb | Sep 22nd, 2014 |
| Stewards of Place.pdf | Saul Petersen | 831.33Kb | Sep 22nd, 2014 |
| ISSUES BRIEF - valuing CES - understanding CES.docx | Saul Petersen | 27.45Kb | May 6th, 2014 |
| ISSUES BRIEF-valuing engaged scholarship - reforming faculty guidelines.docx | Saul Petersen | 17.98Kb | May 6th, 2014 |
| THOMAS EHRLICH AWARD.docx | Saul Petersen | 19.89Kb | Mar 25th, 2014 |
| 3.26.14 CES per person handout.pdf | Saul Petersen | 460.62Kb | Mar 25th, 2014 |
| UNCG_hhs-promotion-and-tenure-policies-guidelines.pdf | Saul Petersen | 741Kb | Mar 21st, 2014 |
| Saltmarsh_Hartley_Greater Purpose.pdf | Saul Petersen | 245.25Kb | Mar 21st, 2014 |
| ESAC-Framework-Community-Engaged-Scholarship_WEB.pdf | Saul Petersen | 1.7Mb | Mar 21st, 2014 |

To request membership, please visit: <http://groupspaces.com/NJCampusCompact/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!