

# Faculty Affairs Perspective: Service or Engagement

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Vice Provost for Faculty Success

# Our Goal

- President Simon:
  - *“to explore the meaning and value of faculty service and co-create tools for (re)aligning systems of faculty service.”*
- Provost Farrell:
  - “service and engagement challenges: how is it decided what service work needs to be done and who needs to do it?”

# Key Takeaways Day 1

- Service workload inequities
  - Gendered, racialized, differentiated by rank
- To achieve equity, centrality of:
  - **Mission**, priorities and goals for shaping configuration and culture of service and engagement
  - **Empowering faculty** to want to do service (skill based, autonomy, impact, recognition)
  - Clarity of **expectations**
  - Role for **professional societies**
- Usefulness of **strategic ambiguity**

# New Ideas or New Takes on Old Ideas

- Recognition of service
  - Service sabbaticals
  - Credits
- Empowering faculty to achieve workload equity
  - Data and metrics
  - Visibility
  - Accountability
  - Policy/practice

# Service workload dashboard

- Benchmarking
- Differentiating effort
- Making invisible work visible
- Assigning credit
- Seeing the whole picture
- visibility, accountability, practice change
  - Faculty empowered transformation

# What do faculty think about service? A negative discourse.



Associate professors lunch time talk

- University does not value service contributions
- Unequal heavy loads
  - Assistant professors relieved of service
  - Full professors can and do say no
  - Associate professors in the middle and do it all
- So much service that I cannot do my research
- Low value and inequitable loads =



# Reframing the Discourse

- A positive discourse
  - Co-creation and contribution
    - Engaging with students means contributing to student learning (mission centrality)
    - From service to engagement
  - From have to to want to
    - Contribute to the mission
- Engagement as a discourse of individual agency and shared responsibility
  - Everyone does it!

# Faculty engaging with faculty: community co-creation



## FACULTY WRITING SPACES

Quiet space and company for writing



## GRANT WRITING PROGRAMS

Get help writing proposals



## FACULTY WORKSHOPS

Register for workshops for faculty



## FACULTY RESEARCH SYMPOSIUM

Share research highlights



## CENTER FOR PROGRAM EVALUATION

Evaluation services for research and teaching



## INSTITUTIONAL COMPLIANCE

Guidance for compliant research

## Faculty Success

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Office of Provost

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Career Navigation

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Student Engagement

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Research & Creative  
Engagement

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Professional  
Engagement

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Public Engagement

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Recognition

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NSF ADVANCE – Making  
Waves



# Value of Changing Discourse Providing Opportunity

- Engaged community
  - Individual agency and shared responsibility
  - Writing spaces
    - Spin off writing groups and more writing spaces
  - Launch@UML
    - New faculty onboarding, team mentoring, acculturation to mission, network building, community building

# Public Engagement: Communicating scholarship



**MEDIA RELATIONS**



**EXPERTS**

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Recognition

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# Tying Together Public & Student Engagement

## Rossi X-ray Timing Explorer ends mission after 'listening' to the universe

May 2, 2018 6.40am EDT

Top-down artist depiction of a tiny black hole and a pileup of gas and matter swirling toward the center.

Email

Twitter

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Facebook

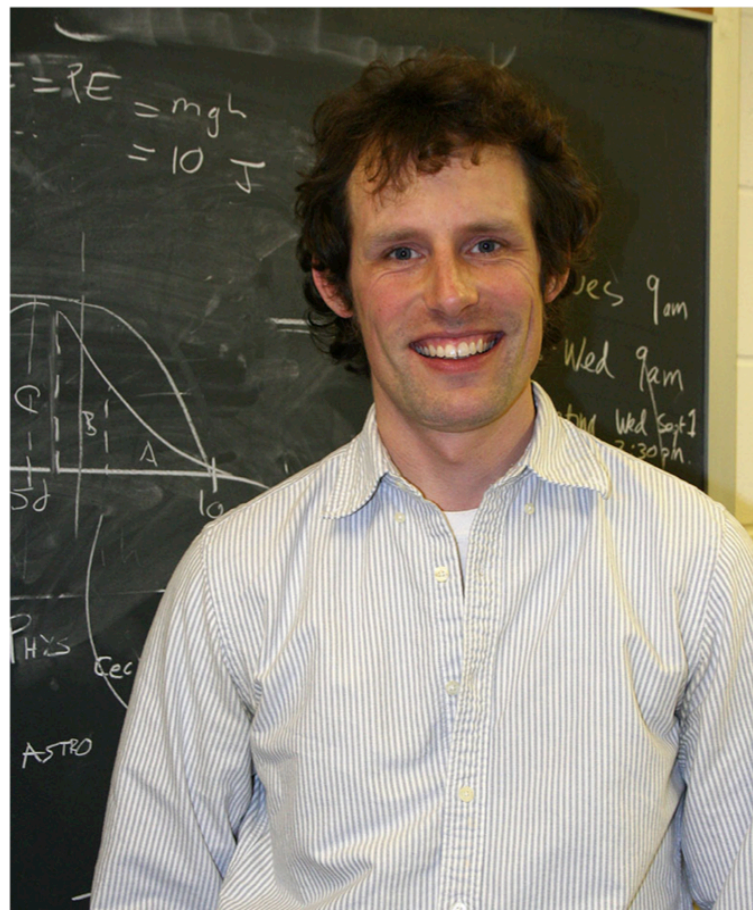
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LinkedIn

On May 1, NASA's Rossi X-ray Timing Explorer burned up in Earth's atmosphere. Although less well known to the public as Hubble and Chandra, RXTE ranks among the most successful astrophysics missions. For the past 17 years, the satellite has been listening to the universe.

AAAS Science Communication leads to article in the Conversation which leads to new way of student engagement.

Learning with Purpose



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Campus Engagement  
Off Campus Engagement  
Faculty empowerment  
Accountability  
Visibility

THANKS!