Faculty Affairs Perspective: Service or Engagement

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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

Learning with Purpose
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
Rossi X-ray Timing Explorer ends mission after ‘listening’ to the universe

On May 1, NASA’s Rossi X-ray Timing Explorer burned up in Earth’s atmosphere. Although public as Hubble and Chandra, RXTE ranks successful astrophysics missions. For the past 15 years, it has been a beacon for scientists studying the universe.

AAAS Science Communication leads to article in the Conversation which leads to new way of student engagement.
Campus Engagement
Off Campus Engagement
Faculty empowerment
Accountability
Visibility

THANKS!