

AACU Meeting

Title: Supporting Flexible Faculty Roles: An Integrated Model for Administrative-Faculty Partnership

Abstract for Program:

Iowa State University is supporting flexible faculty careers through a Boyer-influenced promotion and tenure policy which promotes a broad interpretation of scholarship, including excellence in teaching and learning. This integrated model for faculty development will be discussed by a department chair, the director of a Center for Excellence in Learning and Teaching, an associate provost, and a faculty member. The outcome will provide participants with strategies to export effective change to their own campuses.

Full Abstract:

Iowa State University (ISU) is supporting flexible faculty careers through a range of policies and programs related to the University's Boyer-influenced promotion and tenure policy. The addition of flexible policies will maintain quality in the academy by fostering a community that will attract a broader pool of faculty with a focus on excellence in teaching and learning. In this seminar, presenters will describe ISU's integrated model for faculty development from the perspectives of a department chair, the director of a Center for Excellence in Learning and Teaching, an associate provost, and a faculty member illustrating a case study. The four presenters will frame the conversation in two segments and facilitate the ensuing participant discussions. The overarching outcome will be an analysis designed to provide participants with strategies to export effective change to their own campuses.

Session A- Policies. This segment will include a brief overview of current ISU policies and practices focusing on ISU's inclusive definition of scholarship, the definition of faculty positions around individualized Position Responsibility Statements (PRS), an evolving and comprehensive orientation and mentoring program, and evolving policy support for flexible career pathways. Discussion will engage participants in the challenges and opportunities presented by implementing these innovative policies. Additionally, future challenges related to policies can be explored, such as the potential to reconceptualize the curriculum vitae (CV) in the context of how flexible careers will be readily accepted, mainstreamed, and documented for promotion and tenure. Presenting the individual-centered portfolio/CV will need to be more inclusive of new paradigms of scholarship, especially in the areas of teaching and learning. In addition, the impact of interdisciplinary collaborations and electronic information technology (cyber CVs) are reshaping portfolios. During the discussions, specific examples and strategies will be shared. This discussion will focus on providing a successful university model of policies to enhance excellence and diversity.

Session B – Faculty. This segment will include framing a discussion of perspectives on these policies and practices from a newly tenured faculty member who took an unconventional path to his scholarship in engineering; a department chair who supports

scholarship in teaching as well as research; a center director who has developed campus-wide conversations about the scholarship of learning and teaching; and a central administrator who has coordinated innovative initiatives to define faculty work and careers. Participants will be asked to share their relevant campus experiences and insights. It is anticipated that participants will understand how policies impact faculty success at each level of academe, and how the policies and processes are a partnership for success that includes the faculty member, department chair, central administration, and other university partners.

The seminar session will conclude with a question and answer period. Outcomes of the session will include: gained knowledge from examples of implementation of innovative policies designed to enhance career flexibility; acquired strategies for transforming institutional culture through a collaborative process; and awareness of challenges and opportunities presented when implementing a broader concept of scholarship.

Iowa State University Policy Library

<http://policy.iastate.edu/>

ISU Promotion and Tenure Policy

<http://www.provost.iastate.edu/faculty/handbook/current/section5.html#section-5.2>.

Position Responsibility Statements

<http://www.provost.iastate.edu/faculty/handbook/current/section5.html#section-5.1.1.5>.

Appointment Policies and Procedures

<http://www.provost.iastate.edu/faculty/handbook/current/section3.html>

Center for Excellence in Learning and Teaching (CELT)

<http://www.celt.iastate.edu/>

Research University Consortium for the Advancement of the Scholarship of Teaching and Learning

<http://www.cfkeep.org/html/snapshot.php?id=72191394>