

## 'ACTION CONVERSATIONS:' REPORTING TEMPLATE

**Date, Time, and Place of Conversation:** September 08, 2014, 12-1:30, Kendall Hall 209

**Duration of the Conversation:** One hour and a half

**Convener:** Wenshu Lee, Mike Ward, Paula M. Selvester

**Moderator:** Wenshu Lee, Paula M. Selvester

**Reporter:** Mike Ward

**Number of Participants:** 13

### **Theme 4: Faculty Renewal / Sustainability**

#### **The major ideas / proposed actions / implementation steps/ assessment of priorities emerging from this conversation are:**

Meeting called to order 12:05 pm

The discussion opened with discussion about the name of this theme. No decision was made. There was an interest in "Faculty Sustainability" or "Faculty Sustainability and Renewal." There was a decision to wait on a name change but consider a new way to label this theme. Brainstorming elements, issues, and topics ensued in order to determine if there were additional areas that were not included in the originally suggested four (Workload, RTP, Compensation, Sense of Well-being, Community):

Administration & faculty relationship, shared governance, responsibility, resources, restoring "balance" between fiscal responsibility and the primary mission of the university, prioritization of initiatives in academic affairs (e.g., Civic Engagement, Public Sphere Pedagogy). RTP requirements and the process were discussed. Mentoring was suggested and although it was also in theme #3, some thought it should also be in Theme #4. Compensation and its definition were also discussed.

The meeting started to close with a rough draft list of the following:

1. Workload ( Volume --#of students, # courses—Distribution—teaching, research, service)
2. RTP process ( culture, requirements, professional development)  
Renewing and invigorate veteran faculty
3. Compensation (needs further definition)  
TT density

Professional Development

4. Sense of well-being  
A faculty space/place  
Work-place balance or boundaries
5. Administrative and Faculty Relationship
6. Rigor and Accountability

It was suggested that we look at each of these topics through the sustainability “lens”.

It was suggested that we list what faculty actually do in the normal course of their work. (E.g. writing letters of recommendation, advising, etc.)

Meeting adjourned at 1:30 pm.