

Statements, Policies, and Guidelines

Robert M. Diamond

# <u>Aligning Faculty Rewards With Institutional</u> <u>Mibionstateme</u>

Kenneth J. Zahorski,Roger A.
Cognard,Council of Independent
Colleges

#### **Aligning Faculty Rewards With Institutional Mibionstateme:**

Aligning Faculty Rewards with Institutional Mission Robert M. Diamond, 1999-05-15 Provides guidelines for developing a coherent faculty rewards system starting with the articulation of international priorities and following the process through the development of department quidelines and union contracts Also includes sample documents Report of the Universitywide Task Force on Faculty Rewards University of California (System). Task Force on Faculty Faculty Priorities Reconsidered KerryAnn O'Meara, R. Eugene Rice, 2005-08-17 No reform effort in American higher education in the last twenty years has been more important than the attempt to enlarge the dominant understanding of the scholarly work of faculty what counts as scholarship Faculty Priorities Reconsidered assesses the impact of this widespread initiative to realign the priorities of the American professoriate with the essential missions of the nation's colleges and universities to redefine faculty roles and restructure reward systems Faculty Priorities Reconsidered traces the history of the movement to redefine scholarship It examines the impact of the 1990 landmark report Scholarship Reconsidered Priorities of the Professoriate from The Carnegie Foundation for the Advancement of Teaching and the decade long work of the American Association for Higher Education's Forum on Faculty Roles and Rewards that initiated and sustained much of the work reported on here The struggles to move beyond narrow definitions of research to distinguish between scholarly teaching and the scholarship of teaching while acknowledging the importance of both to encourage faculty engagement in meeting the scholarly needs of the larger civic community and to recognize the importance of academic synthesis and integration all elements of a broader understanding of scholarship are addressed in this book In Faculty Priorities Reconsidered the leading pioneers of the movement reflect on their own work with campuses nationwide and examine concrete issues involved in introducing new perspectives on the different forms of scholarship In addition the book contains studies of nine very diverse institutions Madonna Albany State South Dakota State Kansas State Portland State and Arizona State universities Franklin College the University of Phoenix and the University of Colorado School of Medicine Each study tells a unique story of the struggle to change faculty work and its rewards This book offers practical advice to academic leaders considering similar changes and responds to questions for the future about encouraging supporting assessing and rewarding multiple forms of scholarship Academic Rewards in Higher Education Darrell R. Lewis, William E. Becker, 1979

**Recognizing Faculty Work** Robert M. Diamond, Bronwyn E. Adam, 1993 It is not an easy time for higher education in the United States Major reports from the National Endowment for the Humanities the National Institute of Education the Association of American Colleges and the Carnegie Foundation for the Advancement of Teaching have called for greater emphasis on teaching clearer statements of institutional missions improved assessment practices and the development of cohesive and appropriate curricula Initiatives are under way across the country to rethink the nature of scholarship to redefine faculty work and to redesign the reward system used to recognize professional effort and achievement This volume

of New Directions for Higher Education is structured to provide practical assistance to those engaged in the review of faculty reward systems on their campuses and to provide guidelines to academic administrators deans and chairs who are leading these efforts Chapters have been designed to address major issues relating to promotion tenure and merit pay The different ways in which campuses have approached the process of clarifying their missions and modifying their faculty reward structures are illustrated Reference materials from scholarly associations and accreditation agencies are included to demonstrate disciplinary perspectives A model for change is presented along with criteria for assessing a promotion and tenure system A professional portfolio to document the work of faculty is also described This is the 81st issue of the quarterly journal New Directions for HIgher Education For more information on the series please see the Journals and Periodicals page

Faculty Compensation Systems: Impact on the Quality of Higher Education Terry P. Sutton, Peter J. Bergerson, 2001-05-15 Public debate over higher education has changed from questions about education learning scholarship and professional service to performance criteria measured in quantitative business like indicators such as revenues and costs of operation The rules have changed and new consumers have new concerns and challenges for higher education Faculty compensation is one means an institution can use to achieve its mission and it is a management tool academic administrators can use to meet external demands for cost control faculty performance and institutional quality This report focuses on 1 the link between the faculty compensation system and its impact on institutional mission and quality 2 the external and internal factors affecting the amount of faculty compensation 3 changes in absolute and relative levels of faculty compensation over time and economic factors affecting these changes 4 the different types of compensation systems used 5 the intellectual rationale of the two compensation systems used most often 6 operational advantages and disadvantages of the faculty compensation systems 7 development of an effective faculty compensation system and 8 the types of systems recommended for different institutions Appended are Illustrative Criteria for Faculty Merit Awards and Evaluation Tool for Satisfactory Faculty Standards Name and Subject Indexes are also included Contains 100 references and 6 tables SLD Analyzing Faculty Work and Rewards: Using Boyer's Four Domains of Scholarship John M. Braxton, 2006-05-19 All those involved in evaluating faculty work and the concomitant faculty rewards system will find this a useful volume Known for their thoughtful scholarship on this topic the chapter authors bring their diverse perspectives to bear on Boyer's four domains the scholarship of discovery the scholarship of application the scholarship of integration and the scholarship of teaching Individual scholars engage in each of these scholarships as their professional roles career stages and research goals change over time Understanding the unique characteristics of the four domains as well as how work in one domain connects with and influences work in another will give readers a map of the broad territory of scholarly activity and recognizes the legitimacy of each different intellectual contribution A Longitudinal Analysis of Selected Aspects of Faculty Activity and Institutional Reward Practices at a State University Gregg M. Goodman, 1977 Reconsidering Faculty Roles and Rewards Kenneth J. Zahorski, Roger A.

Cognard, Council of Independent Colleges, 1999 Making a Place in the Faculty Rewards System for Work with K-12 Crystal J. Gips, American Association for Higher Education, Carol Stoel, 1998 This publication reports on the work of four universities in The Public Schools Rewards Project A Higher Ed Tough One which was begun in 1995 and was designed to enhance the value that university rewards systems placed on faculty work with K 12 schools and teachers and ultimately to improve the quality of education delivered in K 12 schools colleges and universities Following the Prologue by Dan Tompkins an overview by Crystal J Gips describes the participating campuses California State University Northridge Temple University Pennsylvania the University of Southern Colorado and the University of Texas El Paso presents the project plan describes what really happened and what was learned and offers recommendations for other institutions. The next section includes institutional reports California State University Northridge Sharon Klein Temple University Dan Tompkins University of Southern Colorado Donna Watkins and University of Texas at El Paso Kathleen Staudt and Jack Bristol The report concludes with faculty life histories which explore their experiences in six disciplines English history language and linguistics political science psychology and sociology and science Following an Introduction by Carol Stoel the essays include Educational Renewal Connections The Development of English Education at the University of Texas at El Paso Tommy J Boley Learning To Teach Where University Meets Universe Amy Birge Research and Student Achievement Developing K 16 Work at the Institute for the Study of Literature Literacy and Culture Steve Parks My Experience with K 16 Work William E Sheidley Education Renewal Connections Experiences in History Nicole Etcheson Betwixt and Between A Shifting Understanding of School College Collaboration Morris J Vogel Reflections of One Linguist Sharon Klein Educational Renewal Connections Experiences in Modern Languages Joan H Manley Personal Reflections Dan Tompkins The Eco Literacy Project at Cal State Northridge Matthew Cahn Educational Renewal Connections Experiences in Political Science Kathleen Staudt and Gregory Rocha Education Renewal Prospects for Psychology Lawrence D Cohn A Sociologist s Perspective on Educational Renewal Cheryl Howard The Public Schools Rewards Project A Scientist's Perspective Steve Oppenheimer and My K 16 Involvement Jack A Seilheimer Some papers contain notes Contains 17 references SM

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