

Considered Conversation Guide to Accompany Scholarship Reconsidered

Aim: To create a space for people to learn, discuss, and be inspired to reconsider scholarship at UCCS. The aim is to continue to raise awareness about scholarship criteria. Be clear that we are driven by curiosity to examine our own practices around the full professor promotion process. These considered conversations aim to further the conversation and build momentum for reconsidering scholarship.

Pre-Conversation Logistics: Use the below checklist to coordinate your considered conversation:

- ✓ Pair up with a fellow Think Tanker to co-host your conversation together with each of your selected groups.
- ✓ Identify a total of 6-8 of your UCCS faculty friends and colleagues to bring together for a 1 hour and 15-minute discussion on the white paper (each co-leader should invite 3-4 others, total group should be 8-10 folks).
- ✓ Select and confirm a date and location. Jennifer Poe (@jpoe@uccs.edu) is available for scheduling support, calendar invites, location selection, room reservations, food orders, & other logistics). Remember that each group has a small budget (\$75) for snacks and non-alcoholic drinks whether the discussion is held on or off campus.
- ✓ Share the date/location with the Project CREST team so that we can also join in the considered conversation for added support (we can also just be a fly on the wall if you prefer).
- ✓ Email the conversationalists a copy of the white paper (final version is still accessible via Teams) to read ahead of time.
- ✓ Review the conversation openers, prompts, and closers, as well as the common responses listed below before the gathering to help you in your preparation.

Ground Rules: We recommend using the same ground rules that we used during our think tank sessions, and asking the conversationalists if any other rules should be added:

1. Listen actively -- respect others when they are talking.
2. "Land the Plane" – speak clearly and concisely so we all have time to discuss the topics at hand.
3. Speak from your own experience.
4. Challenge ideas, not people.
5. Be conscious of body language/nonverbal responses.
6. Be present - participate fully with honesty and authenticity.

Conversation Openers: Treat the conversation like a mini-version of what we did in our Think Tank last fall. Emphasize there is a lot of scholarship on this topic, that UCCS has received funding through NSF ADVANCE to support this transformation, and that other universities have done this work.

Conversation Prompts: Consider using the following question prompts to move along the conversation. We drew these directly from our think tank sessions; feel free to come up with your own questions too! Be sure to keep track of the time – it will go quickly!

- 1) A significant barrier to advancement for women and faculty of color is disproportionate engagement in the activities that contribute directly to the vibrancy of higher education, but which do not count toward promotion. What are some of the consequences of discounting this "hidden work"? For women and faculty of color? For student success? For the role of the university in a democratic society?
- 2) Boyer (pg. 111) argues that it is "in graduate education where professional attitudes and values of the professoriate are most firmly shaped." How did your own graduate experience define your views of scholarship?
- 3) What do we think are the pros/cons for adopting recommendations for redefining scholarship and considering multiple forms of scholarship?
- 4) What are some of the immediate unit-level actions and longer-term strategies included in the white paper? Are there others you would include?
- 5) Is there something that anyone has to discuss that is completely different or is anyone thinking about something that hasn't come up that we want to add? (leave several minutes towards the end of the conversation for this question, as it often yields really good information).

Conversation Closers: End with a sincere thank you to the conversationalists for their contributions and their commitment to inclusive excellence. Let them know that the Project CREST team may follow-up with additional questions, and that they are welcome to reach out to our team if they have additional thoughts/questions. Also, please remind them about Steve Abel's virtual speaking event at UCCS, "**Applying the Purdue Experience to Advance the Scholarship of Engagement at UCCS**" and encourage them to SAVE THE DATE: November 15th 1-2pm MST (more information forthcoming)!

Common Responses: There are likely to be some common responses as the conversation unfolds. Again, our goal is to craft a space for people to learn, discuss and be inspired. Do not feel like you have to have all the answers. Rather, encourage participants to share their thoughts, we are not trying to convince anyone. Ask them to follow-up, with active listening techniques like, "Can you tell us more about that?" or "What I heard you say..."

Rigor: aka: "is this going to dumb down scholarship?" This comes up a lot, there is no evidence and if anything this enhances and elevates activities that make our scholarship relevant, inclusive and more closely tied to our institutional mission.

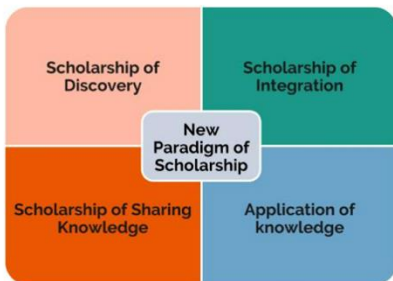
Bias: aka: "But I had to do this, why are we lowering our standards and making it too easy to be full professor – it will dilute my own achievements." We can decide whether to maintain an entrenched competitive hierarchy that we all learned in graduate school and in the RPT process or we can decide to embrace transformation and become more inclusive of current values, contributions, and activities.

Impact: aka: “But we can’t measure other types of scholarship” Emphasize we only started caring about citation counts once we had the technology and that what “counts” is always a moving target. As more and more institutions of higher education take on this reworking of criteria, there are great examples for documenting and demonstrating scholarly impacts.

Post-Conversation Follow-Up with Professor Jodi O’Brien, Seattle University: Jodi is willing to meet with those who facilitated the considered conversations to discuss how it went, what they learned, and opportunities and road blocks. More information forthcoming!

Final Thoughts: As we move ahead, have fun! Also recall the impact of this work. The professoriate needs you. As the poet June Jordan wrote “we are the ones we have been waiting for.” If you have any additional questions, please reach out to Dr. Emily Skop via email or email ADVANCE@UCCS.EDU.

From all of us at Project CREST, Thank you!



Scholarship Reconsidered: A UCCS Think Tank