



Scholarship Reconsidered: A UCCS Think Tank

Overview:

Welcome to the **Scholarship Reconsidered: A UCCS Promotion Think Tank** in Fall 2022. You are joining others from a variety of departments on campus to engage in deep conversations about the most systematically entrenched issue in higher education: faculty promotion and tenure. We are delighted that you have agreed to participate and look forward to working with you in the Think Tank!

Goals:

The goal of the Think Tank is to facilitate a unique collaboration among selected attendees to learn together, share knowledge, and be inspired to consider bold actions and unconventional approaches to transform the future of promotion to full professor reviews at UCCS. We are creating an intentional space that allows for discussing and sharing of visions, definitions, and values, as well as to strategize possible change efforts. We will actively challenge each other on the assumptions, implications, and future directions for promotion to full professor processes at UCCS. We will create a **White Paper** that outlines our Think Tank recommendations for broad dissemination to campus in Spring 2023. With your participation, there is great potential to positively impact the future of how we define and reward inclusive and integrated scholarship at UCCS. We look forward to learning with you.

Expectations:

The Think Tank includes three, 2.5 hour, face-to-face sessions between October and December. Each session also includes readings, discussions, and design thinking sessions. In agreeing to participate you agree to attend all three sessions, prepare for the session with up to one hour of “pre-work” and to contribute to the White Paper:

Required Reading: (Provided by Project CREST) Ernest Boyer’s (1990/2016) *Scholarship Reconsidered: Priorities for the Professoriate* and the 2007 Report by the *UCCS Reappointment, Tenure, and Promotion Task Force*.

Think Tank Schedule

Session 1: Thursday October 27 2:30-5:00pm in Dwire 204

- Introductions, orientation and ground rules (Dr. Emily Skop, Co-Director of Project CREST)
- Guest Host: Dr. Jodi O'Brien, Seattle University
- Pre-session reading: Part Two: Scholarship Reconsidered by Ernest Boyer (pages 53-122)

Session Thought Question: 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?

Session 2: Thursday November 17 2:30-5:00pm in Dwire 204

- Pre-session readings: Part One: Scholarship Reconsidered by Ernest Boyer (pages 3-48)

Session 3: Thursday December 15 2:30-5:00pm in Dwire 204

- Pre-session readings: UCCS 2007 Task Force Report and the Seattle University RPT Promotion Criteria

January 9 to January 30

- Jointly co-author White Paper.

Ground Rules for an Inclusive Discussion

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

Questions: Please reach out to Dr. Emily Skop via email (eskop@uccs.edu) or email ADVANCE@UCCS.EDU.