

f Maybe the problem is the variation in implementation at the dept and college level?? Not sure.

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- x Should the university be looking at its broader mission/value statement (section 1.1) given the conversations of last few years related to campaign

Breakout Room ~~2~~ Equity and Public Good

Question: How can the University RTP document better reflect our shared principles of equity and social

- x UC Policy included has langabout serving diverse students is all addition should also consider X- should this not apply to all faculty?
- x If community based research etc in the mission of the university how is this less than other activities should be included equally
- x Need protections for women of color faculty who are doing community based work and for faculty who set boundaries around their time commitment Darned if you do and darned if you don't...
- x Formal mentoring program??? Maybe a separate policy on bullying?
- x Reviewer behavior.
- x Need to be more explicit about the value of community service?
- x Community based service is equal or what all must do terms of research I need to see how this translates into public good. How will this harm me?
- x In many spaces community service work/research is undervalued.

Breakout Room # University Policy Flexibility

Question: How can the University RTP Policy guide departments and colleges in the revision of their RTP documents that are specific yet flexible enough to value wide ranging RSCA and service activities?

Responses

- x Different disciplines (art for example) have different requirements.
- x Guidelines are needed to be more specific on College and Department levels, but provide guidance: both for the candidates and for evaluators.
- x The evaluators need to make sure to consider all areas in the policies.
- x Service is very demanding, and people are spread thin they are on many committees, and that has not been considered/valued properly needs to be considered valuable.
- x In terms of WTU most of our time is for teaching how to relate this to the 33% for each research, teaching, and service that may have been the model years ago
- x We are a teaching focused institution, but most of our evaluations are based on R
- x Current workload = 12 units for teaching, 3 for service and research on top
- x In pandemic online—we are valuing teaching and being evaluated for how we teach online
- x From chat: A more diversified RTP committee at the department and college levels such as having an external member in RTP committee esp. for small departments minimize bias and feedback and conflict of interests.
- x Over-arching goal of the university to reach out the community in new ways is not often valued
- x How we evaluate teaching and mentoring
- x We cannot decouple mentoring and teaching from research in engineering and natural science
- x Inequity in service-people put time in RSCA and avoid service
- x Research fades after tenure people will be overwhelmed with teaching and service
- x From chat: How many researchers are teaching 4/4 teaching loads plus doing research and now having heavy service loads I agree with Aparna, Andreas, and all. This definitely calls for more flexibility. Faculty do change over the years, and our RTP does not value those who are really the volunteers doing all of the service while others you rarely see beyond 2 days per week.
- x People dichotomize: focus on 2 out of teaching, research and service

- x Research is done with undergrads, and that takes much longer to produce publishable work (due to the amount of training)
- x Departments that have specific policies seem to have more faculty who is promoted
- x If individuals devote great deals of time to service that should be rewarded and valued
- x Although we are a teaching focused institution (4/4 load in the CLA) it seems like the element that is valued the most in RTP (at least going up for Tenure) is research. Usually, faculty who are not granted Tenure failed to fulfill research expectations not teaching or service ones.
- x How to involve junior faculty in this conversation the department may not be "safe"