



Jefferson

Philadelphia University +
Thomas Jefferson University

Faculty Affairs Integration Planning

Faculty Listening Sessions
an early synopsis of feedback

Listening Sessions - overview

East Falls:

- 7 sessions
- 57 attendees

Center City:

- 6 sessions
- 91 attendees

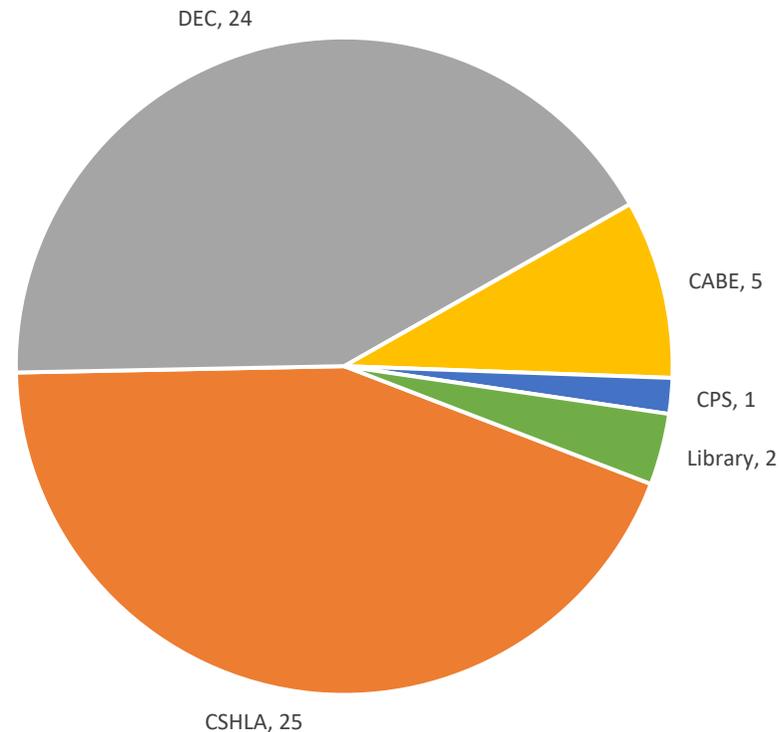
Listening Sessions review of:

- Faculty & Shared Governance
- Appointment, Promotion & Tenure

January meetings scheduled for:

- Faculty Development & Wellness
- Recruitment & Retention of Diverse Faculty

East Falls Attendance at Faculty Listening Sessions



Recurring themes

EF Faculty ...

- are committed, engaged, and civic-minded:
 - wish to recruit strong junior-faculty colleagues.
 - retain accomplished colleagues.
 - strive to be impactful on students' lives.
- wish to understand the rationale behind policy changes and participate in dialogue about what they mean.
- desire to vote on things within their purview.
- believe EF is a special place, recognized for:
 - model governance,
 - innovative academic programs,
 - outstanding assessment of teaching & learning, and
 - impressive adoption of Nexus Learning across the disciplines.
- strive to preserve what brought faculty to EF and embrace future possibilities

Common Feedback

Faculty & Shared Governance

- **Combining Faculty bodies:**
 - Meetings
 - Logistics, e.g. IT and transportation
 - Leadership
- **University-level Committees:**
 - Like that EF model reflected in the organization.
 - Want more detail on charges, membership and bridging two campuses in one structure
- **College-level Committees:**
 - Executive Committee? Chairs of C-level committees? Elected faculty?
 - Ad hoc committees have a tendency to proliferate. How do we manage?
- **Time sensitive**
 - Outcomes affect multiples areas of faculty work.
 - Get to work on:
 - Charges, College representation, and welcoming other faculty voices.
 - Ironing out the logistics & administrative support for 2018-19 elections.

Common Feedback

Appointments, Promotion & Tenure (AP&T)

- Measures of achievement & impact should be defined by the discipline, e.g.
 - Evidence of professional achievement, incl. reputation and impact
 - CV formats must be discipline specific
- Personnel recommendations from Colleges should continue to have weight.
- Concerned about:
 - Decoupling of promotion and tenure
 - Practice contracts.
 - Outside assessors for both promotions to Associate & Professor.
 - Post-tenure review
 - Multiple inputs: Listening Sessions, Faculty Meetings, Search Chairs; Emails, & Memos
 - Achieving research expectations
 - EF is teaching-intensive (4/4) w/ student responsibilities (e.g. advising) & heavy service.
- Want to talk more about:
 - Valuing industry experience.
 - “What is research?” i.e. not all research is scientific.
 - A definition of scholarship that explicitly includes creative work & pedagogy.

Next Steps

- Summarize and synthesize feedback to-date
 - Present to leadership
- Begin policy development
 - Engagement
 - Communication
- Present and get feedback on:
 - Faculty Development & Wellness
 - Recruitment & Retention of Diverse Faculty
- Continue work on Adjunct and Affiliated Faculty Affairs



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