

FITCHBURG STATE UNIVERSITY
STRATEGIC PLANNING COMMITTEE
ACADEMIC VALUES GROUP

Meeting Minutes July 24, 2014

Hammond 314 1:00

Present: Committee Members - Meg Hoey, Annette Sullivan, Rene Reeves, Ben Railton, Marcel Beausoleil

Guests: Paul Weizer, Jane Fiske

Meeting convened at 1:00.

Reading of Minutes of previous meeting, already approved on-line.

Meg Hoey laid out the agenda for the meeting:

- What are our values, how are they valued;
- Will these values help our institution in a changing world.

Ben Railton: Ben discussed the digital world and the fact that currently no weight is given to digital work, he feels that we need to look at it and how it connects to the larger community. He also argued that we need to take a look at community outreach in its many forms and how we might weigh this at FSU.

Anne Sullivan: Anne argued that when it comes to scholarship that we cannot box people in, we need to look at the multiple ways that people can accomplish scholarship at FSU.

Rene Reeves: Rene questioned how we look at non-formal outreach and community service in its various forms and how this might be weighed.

There was a general discussion on scholarship and teaching with the question of where is the line between the two and where do they meet. Some of this discussion focused on the A-1 Appendix form and the why's and what's of which boxes should be checked and how this is viewed for personnel actions.

The discussion then moved to the three specific areas of faculty/librarian evaluation, the main ideas and points made will be listed for each area.

Teaching

- What is evaluated is the actual teaching, not curriculum development;
- In regards to teaching, it is what you do in class, how do you connect to students, how do you conduct yourself in class; what is your syllabus like, what are your course materials like, what is your pedagogy like on particular classes;
- VALUE - Excellence in the classroom;
- What are student outcomes, are they learning;
- VALUE - Discussion on how do we help teachers who need help
 - How do we develop better teachers;
 - Do we provide honest constructive feedback for faculty;
 - It should be noted that if PEC Committees say that a faculty member needs help with something that it does not mean failure;
- VALUE - How do we ensure effective teacher evaluations
- Need to identify good teachers and use as role model for others, use their classrooms for evaluations, what might be the role of the CTL here?
- What is the role of technology in teaching, how can FSU support this?
- Role of scholarship of teaching – focus on how you teach and how to make it better.
- In reference to our proposed values, what methodologies can be used to achieve and support them

Scholarship

- The variety and diversity of ways that scholarship can be achieved was discussed
 - It is expected that faculty will engage in some type of scholarly activity;
 - The ideas of digital outreach and engagement was again discussed;
 - Boyer's Model of Scholarship and how it might apply here was talked about;
 - There was a general conversation about Appendix 1-A and what the different categories might mean and how they can be met

- VALUE: The concept of continuous scholarship and in particular scholarship with a focus on contributing to and improving one's teaching was discussed. It was noted that there are a diversity of forms of scholarship that vary by discipline with differing ways to achieve it. There are many paths to the final product.

- The importance of how faculty present their work to FSU for personnel action was discussed and it was pointed out that how faculty do this is important to be able to sell it properly to the various evaluation committees.

- There was a conversation on the various accreditation and administrative activities that faculty engage in and how this work might be looked at in the evaluation process. There was some thought that faculty might engage in this work and not receive credit for its accomplishment.

Service

- General conversation on how do we value service work as well as the different levels and kinds of service work, are some activities more valuable than others?
 - The question is how do we determine the value;
 - Question and discussion on the proper balance of service to other activities as well as to faculty load, if do too much service, no time for other things such as scholarship

- VALUE – Leadership in service, we expect participation, but leadership is valued. The problem is how do we determine what people are doing and who is excelling.

NEXT MEETING: August 6 - 11:30 Location TBD

Tentative Agenda Items:

1. How might Scholarship, Teaching, and Service change in the next five years;

2. How will assessment and outcomes affect teaching
3. Should scholarship be redefined and tied to teaching
4. Once we decide what the values should be, how do we support them