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"Using the Faculty Reward System to Facilitate Change": Role of the Faculty Developer

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"Using the Faculty Reward System to Facilitate Change"

Role of the Faculty Developer

I. Support Readiness on your campus

- A. Inform administrators/faculty about the national issues, positions
- B. Assess attitudes/values about teaching rewards on your campus.

II. Organize/facilitate the Development of Goals for Your Campus

- A. What do your assessments tell you about where faculty stand?
- B. What is the degree of support from your administration?
- C. To what degree has your institution strayed from its mission?

III. Planning Strategy for your campus

- A. How can legitimacy be gained for such activity?
- B. What processes of change work on your campus?
- C. What organizational structure is needed to support efforts?
- D. Who are leaders among the faculty/ administrators who need to be involved?
- E. Who can carry out the plan?
- F. What kind of sessions could facilitate the dialogue?
- G. What legitimizing sponsorship might be tapped?

IV. Facilitating Progress

- A. Supporting leadership teams with:
 - literature (teaching evaluation, rewards, change processes, etc.)
 - resource people, workshops
- B. Facilitate communications among departments (or other units).
- C. Facilitate communications among administrators and departmental faculty.
- D. As institutional barriers develop, communicate them to administrators. or those who can remove them.
- E. Organize ongoing events for sharing progress, reporting outcomes, etc.
- F. Maintain ongoing leadership group; regular meetings; ownership.
- G. Assist departments with exploration of issues as they arise .

VI. Assessment and Reporting of Progress

- A. Nature of plans developed.
- B. Degree to which plans are implemented.
- C. Survey changing attitudes of faculty over time.
- D. Publicize the progress made.

VII. Supporting Faculty in the New Processes

- A. Offer opportunity to develop as teachers.
- B. Assist in documenting teaching competence (i.e., portfolio development)