

Time Well Spent:

Prioritizing Faculty Workload for High-Impact Educational Experiences



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Kelly Salyards, Civil and Environmental Engineering

Kat Wakabayashi, Chemical Engineering

Ben Wheatley, Mechanical Engineering



Bucknell
UNIVERSITY

High-impact educational experiences take time - both to develop and implement.

- Documentation of how faculty perceive various service activities (through focus groups and survey)
- Identification of several overarching issues and possible solutions that could potentially reclaim faculty time for high-impact experiences

Faculty Survey

- 31 responses (~1/3 of CoE)

Focus Groups

- 15 participants (~1/6 of CoE)

College Committee Reports
Department Chair Interviews

Issue 1: Tension between personal and needs of the University

Tensions leave Chairs and Dean's Office responsible for staffing activities/events regardless of faculty interest.

- A. Reduce number of service activities by prioritizing highly valued activities
- B. Develop a clear acknowledgement system for faculty service activities for incorporation into merit review process.

Issue 2: Functionality of current College Committee Structure

Responses indicated that committees function fairly inefficiently with few meaningful outcomes.

- A. Merge committees into a single committee with an individual representing areas associated with each current committee.
- B. Merge curriculum, graduate, and international education committees; Consider sunseting EESL, Library, GCSP and shift EFC work to CLC?

Issue 3: Misalignment of values and importance between the Dean's Office and the engineering faculty

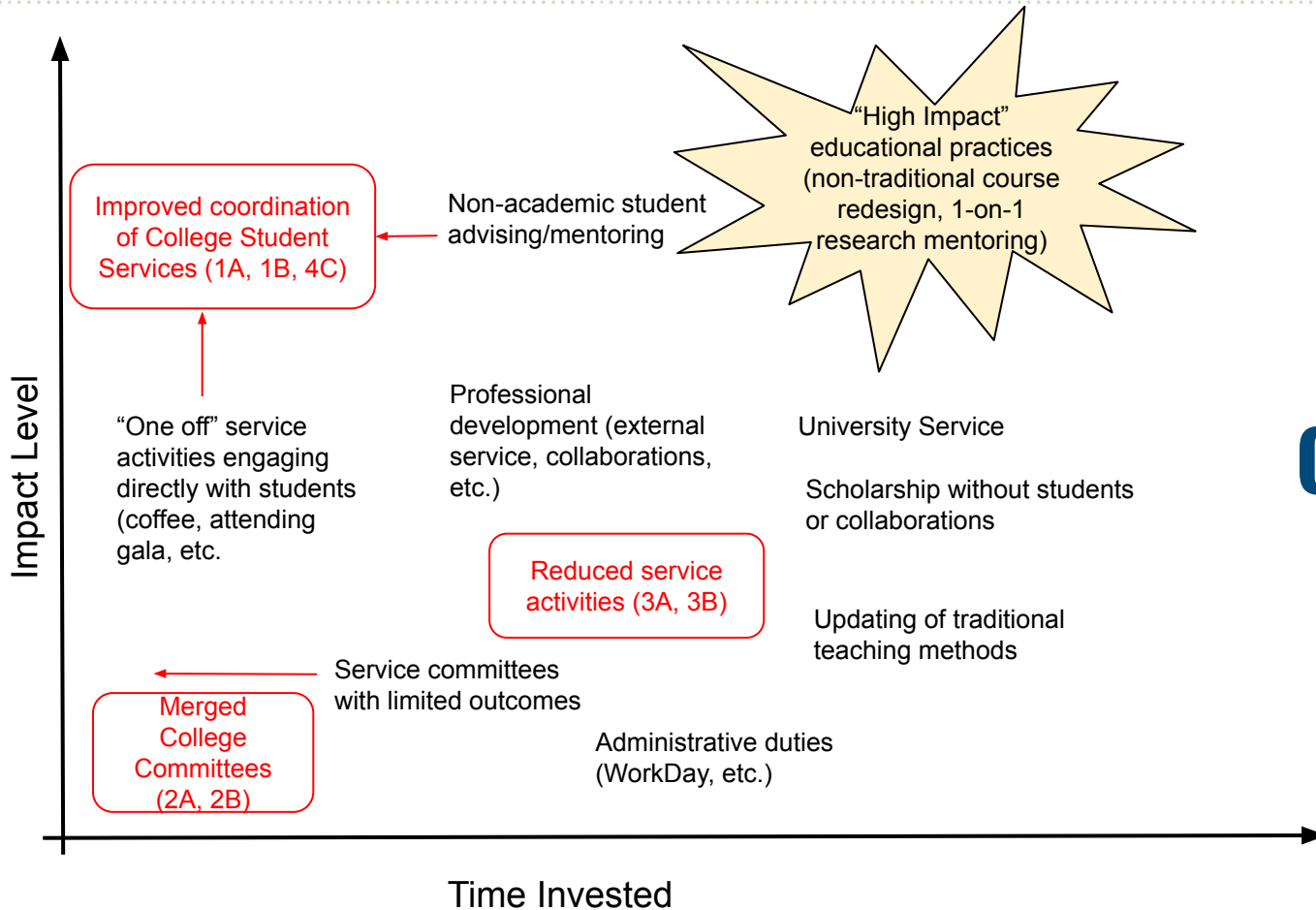
New initiatives and programs are not well-understood and there is little faculty buy-in.

- A. If leadership agrees with something faculty said is unimportant, sunset it.
- B. If leadership disagrees with something faculty said is unimportant, communicate clearly what the value and importance is.
- C. Establish and communicate different levels of priorities, desired numbers, and/or time commitment for each activity that the College asks of faculty.

Issue 4: Inequities and invisible service throughout the College

Many service activities are informal and seem invisible, without a way to recognize the work. It is often mentioned that some colleagues do so much while others do so little.

- A. Development of a list of activities of “good citizenship” within CoE
- B. Invisible labor creeps in through an open door. Consider college-wide boundaries to help faculty guard time.
- C. Addressing other 3 issues will improve this issue



**Thanks for listening.
Questions or comments?**