

Table 1. “Imagineering” Shared Agreements that Address Faculty and Institutional Needs

Institutional and Faculty Needs	Shared Agreements and Strategies
To address flexibility in balance of teaching, research and service within departments	<ul style="list-style-type: none"> • Multiple paths to tenure, including ones that emphasize the scholarships of engagement and teaching; • Differentiated flexible assignments
To decrease ambiguity about the tenure process and to improve its fairness	<ul style="list-style-type: none"> • Tenure and promotion by objectives • Mentoring, open review
To support faculty involvement in multiple forms of scholarship	<ul style="list-style-type: none"> • Revising promotion and tenure documents to include a broader definition of scholarship
To encourage more interdisciplinary partnerships	<ul style="list-style-type: none"> • Joint appointments • Equal credit for team teaching
To support family/life balance and the increase in women in faculty roles	<ul style="list-style-type: none"> • Part-time and reentry options for family care • Stop the clock and parental leave • Spouse partner assistance • Job sharing provisions • Flexible tenure tracks; 5-10 year
To create a collegial environment with robust shared governance	<ul style="list-style-type: none"> • Engaging NTT and PT faculty in decision-making and professional development
To enhance institutional accountability for faculty time and contributions	<ul style="list-style-type: none"> • Annual faculty reports • Web pages and materials that share faculty contributions in terms of research projects, classes and outreach programs with the public
To develop learning outcomes for academic programs and assessment measures	<ul style="list-style-type: none"> • Stipends for a curriculum leader to work with faculty during accreditation studies • Time period by which learning outcomes must appear in all syllabi
To develop a greater online presence	<ul style="list-style-type: none"> • Course release for development of online programs; Opportunities to teach fewer students in online courses
To support faculty engagement with critical external partners and to be able to respond quickly to new opportunities	<ul style="list-style-type: none"> • Faculty/College consulting practices • 3-5 year NTT faculty fellowships responsive to immediate external needs • Positions ½ in academy and ½ in community • Speed dating with community partners, tours of local projects
To support faculty learning and growth	<ul style="list-style-type: none"> • Focused sabbaticals, creativity contracts; • Portfolios of learning, expanding peer review • Faculty learning communities, mutual peer-to-peer mentoring, cultivation of professional networks