

Expectations and Rewards for Teaching-Research Faculty

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This is the work that
makes the world **WORK.**

THIS IS AUBURN.



Overview

- Background
- Auburn University P&T Guidelines
- College Scholarship Expectations
- Rewards and Incentives

Background

Eric's request:

...director's perspective of teaching/research split appointments and how you measure excellence?

Excellence

“Perfection has to do with the end product, but excellence has to do with the process.”

- Jerry Moran

“Excellence is not a skill, its an attitude.”

- Ralph Marston

Expectations and Culture

Promotion & Tenure (P&T) Guidelines

- University
- College
- Departments

Auburn University P&T Guidelines

AU Faculty Handbook:

“Promotion is based on merit. A candidate for promotion should have acceptable achievements in the areas of (1) teaching and/or outreach and (2) research/creative work.....”

• Teaching

- Because of the difficulty of evaluating teaching effectiveness, faculty members are urged to consider as many relevant measures in appraising the candidate. These include:
 - statement of teaching philosophy
 - peer and student evaluations
 - teaching awards
 - development of new courses and curricula
 - quality of pedagogical material published by the candidate.

Auburn University P&T Guidelines

• Research

- A faculty member engaged in research/creative work has an obligation to contribute to his or her discipline through research or scholarship.
- Each discipline/department must determine how much and what quality of research/creative work is appropriate for promotion (and/or tenure).
- Faculty members should consider the quality and significance of the work.....
 - *Candidate's publications or performances/exhibitions.*
 - *Successful efforts in obtaining extramural support*

Additional Considerations for Tenure

- The candidate for tenure must demonstrate that he or she contributes as a productive and collegial member of the academic unit in all relevant areas.

College of Agriculture Scholarship Guidelines

<https://agriculture.auburn.edu/about/resources/guidelines>

• Scholarship of Teaching and Learning Expectations

- Excellent peer review (internal or external) of teaching.
 - Extramural funding to support instruction programs.
 - Publication in refereed education and/or scientific journals.
 - Receipt of awards for teaching.
 - Development of instructional products adopted by peers.
 - Pedagogical innovation adopted by peers.
 - Excellent student performance in scholastic collegiate competitions.
 - Curriculum that is accepted by peers.
 - Students who exit courses/experiences with a high level of competence.
 - Contributions to professional conferences in areas related to teaching.
- **Minimum Expectation: For every 40 – 50% faculty instruction appointment, a faculty member should demonstrate scholarship of teaching in at least one way every year.**

College of Agriculture Scholarship Guidelines

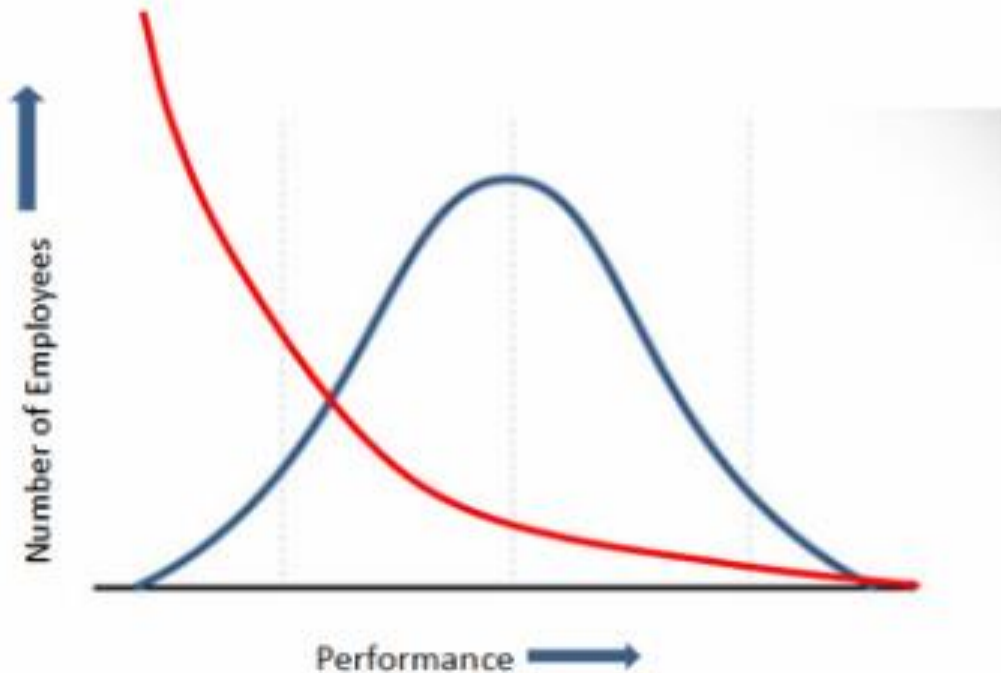
• AAES Research Scholarship Expectations

- Publications in quality peer reviewed journals and scholarly books.
 - **Minimum Expectation: Two (2) publications in peer-reviewed journals per year for 50% research appointment (adjust for quality)**
- Significant research funding from external sources.
- Professional awards and honors in recognition of expertise/service.
- Invited/volunteered presentations at professional and scientific meetings.
- Collaborative efforts with extension, research, teaching, and/or industry.
- Appointment to editorial boards or leadership roles in professional societies.
- Patents, inventions, and other creative endeavors.
- Training/mentoring of graduate student and next generation of scientists.
 - **Minimum Expectation: For 50% research appointment, serve as major advisor to two (2) graduate students each year.**
- **Other AAES Expectations:** Hatch project/report; Participation in faculty programs

Rewards and Incentives

- **Salary enhancement (targeted pay raises)**
- **Endowed professorships**
- **Faculty excellence awards**
 - Teaching; Research; Extension awards
 - Outstanding Publication awards
 - *Publications in Journals with High Impact Factor, Publications with High Scientific Impact (Citations), Publications with High Economic Impact*
- **Grantsmanship incentive plan**
 - Grantsmanship awards; IDC sharing with PIs; Salary savings from grants
- **AAES Competitive Seed Grants Program**
 - Categories: Equipment; Production Ag Research; SEED; Interdisciplinary
 - Continued eligibility tied to grantsmanship and publications.

How Do We Motivate/Reward “Below the Mean” Performers?



- Goal setting/teams
- Professional dev.
- Appointment change
- ***Other practices?***

<https://www.compensationcafe.com/2014/04/ding-dong-the-wicked-bell-curve-is-dead.html>