

**Re-envisioning Promotion and Advancement for STEM Faculty:
Aligning Incentives with Values**

Convocation Agenda

October 17 – 18, 2019

**The National Academies of Sciences • The Keck Center
E-Street Conference Room
500 5th St. NW, Washington, DC**

Objectives for the Convocation include:

- Explore how current and experimental systems of reward and professional advancement for science, engineering, and medicine faculty align with stated missions at U.S. colleges and universities.
- Highlight models of assessing aspects of an academic career including faculty teaching, research, service, and public engagement.
- Launch a conversation about the policies and strategies that affect the systems of reward and professional advancement for science, engineering, and medicine faculty in U.S. colleges and universities.

Thursday, October 17, 2019

2:00 p.m. – 2:15 p.m. Welcome remarks

- Tom Rudin – Director, Board on Higher Education and Workforce, National Academies of Sciences
- Laurie Leshin – President, Worcester Polytechnic Institute

2:15 p.m. – 2:45 p.m. Sponsor remarks

- Brooke Smith – Director of Public Engagement, The Kavli Foundation
- Chad English – Science Program Officer, The David and Lucile Packard Foundation
- Robin Wright – Division Director in the Division of Undergraduate Education, National Science Foundation

2:45 p.m. – 3:00 p.m. Plenary polling activities

Goal: Recognize the various identities present in the space/that each participant is representing and the different values that are being brought to the table; shift the conversation to a positive, value-focused orientation

3:00 p.m. – 3:10 p.m. Remarks from the President

- Marcia McNutt – President of the National Academy of Science

3:10 p.m.-3:30 p.m. Break

3:30 p.m. – 4:30 p.m. Panel: Historical context and current realities of academic advancement

Goal: Establish a common baseline of understanding for all participants to refer to during the event

- John Lombardi – Chancellor Emeritus, University of Massachusetts Amherst
- Joan Wallach Scott – Institute for Advanced Study
- Janis Orlowski – Chief Health Care Officer, Association of American Medical Colleges
- Kenneth Gibbs – Program Director for Undergraduate and Pre-doctoral Training, NIH-NIGMS

4:30 p.m. – 5:30 p.m. Facilitated breakout: Identifying challenges, risks, and opportunities

Goal: Provide a space for participants to vent, to recognize common issues, and to develop a set of major themes to explore during the convocation

5:30 p.m.-5:50 p.m. Report outs from breakout groups

5:50 p.m. – 6:00 p.m. Reflections from chair

Laurie Leshin, President of Worcester Polytechnic Institute, frames the discussions for day 2, as well as orient the participants towards a solutions-focus mindset

6:00 p.m. – 6:30 p.m. Break and transition to atrium for dinner

6:30 p.m. – 8:00 p.m. Guided dinner discussions

Friday, October 38, 2019

7:45 a.m. – 8:30 a.m. Continental breakfast

8:30 a.m. – 8:45 a.m. Reconvening remarks

- Laurie Leshin – President, Worcester Polytechnic Institute

8:45 a.m. - 9:45 a.m. Panel: Measuring what we value: evaluation and assessment of academic careers

Goal: Discuss NEW or NOVEL approaches to assessment in the difference categories represented. This session is meant to stimulate potential ideas for change.

- **Research and Scholarship:** Anna Hatch – Community Manager for Declaration on Research Assessment (DORA)
- **Teaching:** Donna Llewellyn – Executive Director, Institute for STEM and Diversity Initiatives and Professor in the College of Innovation and Design, Boise State University
- **Professional Service:** Anthony DePass – Professor of Biology at Long Island University
- **Mentoring:** Janet Branchaw – Director, Wisconsin Institute for Science Education and Community Engagement, University of Wisconsin-Madison
- **Outreach and Community Engagement:** Lesley Schimanski – Psychology Instructor, Simon Fraser University, Canada

9:45 a.m. - 10:00 a.m. Break

10:00 a.m. – 10:45 a.m. Facilitated breakout: How could we implement new assessments and evaluations to reflect what is valued?

Goal: Deeper dives to explore the feasibility (on the ground implementation) of the different types of measures in the promotion and advancement systems

10:45 a.m. – 11:00 a.m. Transition to next breakout group

11:00 a.m. – 11:45 a.m. Facilitated breakout: Advancement in Different Scenarios

Goal: Explore the boundaries of possibility for the current or potential systems - what are the extremes? Getting them on the table so all the participants know what the limits really are

11:45 a.m. – 12:45 a.m. Networking lunch

12:45 p.m. – 1:45 p.m. Breakout group report outs

1:45 p.m. – 3:00 p.m. Panel: New models for academic advancement

Goal: Time to highlight case studies of change in higher education, including discussion of potential solutions and barriers.

- Brian Coppola – Associate Chair of Educational Development and Practice and Professor of Chemistry, University of Michigan
- Rob Martello – Professor of the History of Science and Technology, Associate Dean for Curriculum and Academic Programs, Olin College
- Ann Austin – Assistant Provost for Faculty Development–Academic Career Paths, Associate Dean for Research, and Professor of Higher, Adult and Lifelong Education, Michigan State University
- Tykeia Robinson – Assistant Director of Research and Policy, Office of Undergraduate STEM Education, Association of American Colleges and Universities / Project Kaleidoscope (PKAL)

3:00 p.m. – 3:15 p.m. Break

3:15 p.m. – 4:00 p.m. Facilitated plenary discussion: How do we prime the system for change?

Goal: Identify key actors and levers of change (and most effective change processes); potentially spark empowerment and agency to begin (or continue) change processes at the institutions represented

- Tom Rudin – Director, Board on Higher Education and Workforce

4:00 p.m. – 4:30 p.m. Panel: 360-degree reactions

Goal: Recap the various themes brought up throughout the convocation. Recognize the incomplete aspects of the event; develop a set of potential next steps for the individual participants and for NASEM

- Rob Martello – Professor of the History of Science and Technology, Associate Dean for Curriculum and Academic Programs, Olin College
- KerryAnn O'Meara – Professor of Higher Education & Affiliate Faculty in Women's Studies, Associate Dean for Graduate Studies and Faculty Affairs, University of Maryland
- Brooke Smith – Director, Public Engagement, The Kavli Foundation

4:30 p.m. – 4:45 p.m. Summation talk and concluding remarks

- Laurie Leshin – President, Worcester Polytechnic Institute

4:45 p.m. Convocation adjourns