

Request for Applications 2016

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The Faculty Workload and Rewards Project

Academic departments are increasingly asked to do more with less. Faculty often feel as though they do not have the time they need to do the work that matters. Many departments suffer from the perception, and sometimes also the reality, that a small group of faculty are doing all of the work. Rewards can easily become out of alignment with department priorities because we do not have proven strategies in place to ensure fair and manageable workloads. When we are hurried we tend to unknowingly allow biases to influence how work gets assigned, taken up, and rewarded.

Funded by the National Science Foundation (Advance Award:1463898) the Faculty Workload and Rewards Project will work with participating academic departments from June, 2016 to January, 2018 to change these conditions in four ways. We will work with departments to:

- Make department data about workload more transparent and accessible
- Increase faculty awareness of bias as it influences how work is assigned, taken up, and rewarded
- Examine and implement best practices for ensuring equitable workloads
- Provide professional development for interested faculty on issues of time management, negotiation and productivity

This action-research project is funded as an experiment. Half of the academic departments that submit full applications (letter of intent and surveys) will be enrolled as participating departments; half of the academic departments that submit full applications will be assigned as control departments. Departments will be randomly assigned to both groups. All departments will complete a pre-project survey in April and will be notified of their assignment to the control or participating groups by May 1, 2016. Participating departments will receive a sub-award of \$5,000 to support project activities. Control departments will receive \$1,000 for completion of the admission survey and the survey completed at the conclusion of the project. The PIs and state leaders will make resources created through the project available to all control departments at the end of the project. All departments will identify a core team to attend 4 meetings over 1.5 years in a central location.

TO APPLY: There is a two-part application process:

Phase One: By April 4, 2016 submit a letter of intent to participate in the project, along with the names and emails of the department chair, and all full-time department faculty (tenure track and non-tenure track) to the Faculty Workload and Rewards Research Assistant Courtney Lennartz at facultyworkloadandrewards@gmail.com. A sample letter of intent can be found on the project [website](#).

Phase Two: Once we have received all letters of intent we will send a 20 minute survey via Qualtrics for ALL full-time department faculty to complete. Departments will be contacted after survey completion on next steps.

KEY REASONS TO APPLY:

- To improve the perception and reality of fair workloads
- To understand how bias influences how we work
- To rebalance workload
- To reexamine department priorities and rewards given new contexts
- Short-term investment (4 meetings over 1.5 years: June, 2016-January, 2018) for long-term benefits
- To gain tools for sharing data on workload
- To learn best practices in ensuring equitable workload
- The project is faculty driven, not top down

Website: <http://facultyworkloadandrewardsproject.umd.edu/>

FACULTY WORKLOAD & REWARDS PROJECT

Eligible Departments:

Anthropology
Archeology
Astronomy
Chemistry
Communications
Computer And Information Sciences
Decision Making and Risk Analysis
Economics
Engineering
 Aerospace & Other Engineering Fields
 Bioengineering
 Biomedical Engineering
 Chemical Engineering
 Civil & Environmental Engineering
 Computer & Electrical Engineering
 Materials Engineering
 Mechanical Engineering
Geographic Science
 Geography
 Urban and Regional Planning
Geosciences
History and Philosophy of Science
International Relations
Law and Social Justice
Life Sciences
 Biochemistry, Biophysics & Structural
Biology
 Cell Biology
 Ecology
 Evolutionary Biology
 Genetics, Genomics & Proteomics
 Molecular & Developmental Biology
 Neurosciences & Physiology
 Organismal Biology
Linguistics
Materials Science And Research
Mathematical Sciences
Physics
Political Science
Psychology
Public Policy
Science Policy
Sociology
Stem Education & Learning Research
 Engineering Education
 Mathematics Education
 Science Education
 Technology Education

Eligible Institutions in MD:

Bowie State University
Coppin State University
Frostburg State University
Morgan State University
Salisbury University
St. Mary's College of Maryland
Towson University
University of Baltimore
University of Maryland Eastern Shore
University of Maryland- Medical School
University of Maryland-Baltimore County
University of Maryland-College Park

Eligible Institutions in MA:

Bridgewater State University
Fitchburg State University
Framingham State University
Massachusetts College of Liberal Arts
Salem State University
University of Massachusetts-Amherst
University of Massachusetts-Boston
University of Massachusetts-Dartmouth
University of Massachusetts-Lowell
University of Massachusetts Medical School
Westfield State University
Worcester State University

Eligible Institutions in NC:

Appalachian State University
East Carolina University
Elizabeth City State University
Fayetteville State University
North Carolina A & T State University
North Carolina Central University
North Carolina State University at Raleigh
University of North Carolina at Asheville
University of North Carolina at Charlotte
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Carolina at Pembroke
University of North Carolina at Wilmington
Western Carolina University