



The Faculty Development Committee  
invites you to the

**Twenty-fifth Annual  
Faculty Development Conference**



**Wednesday, August 24, 2011  
Bemis 20 ABCD**

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*Supporting the Scholarly Mission of  
St. Norbert College and Its Faculty*

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We all agree that scholarship and creative activities are vital to our academic lives not only because they sustain us as intellectuals, but also because they contribute to the mission of St. Norbert College, which calls us “to gain knowledge, solve problems, and seek truth.” The concerns we share spring from the challenge of balancing our scholarship with our myriad other professional and personal responsibilities.

Our Annual Faculty Development Conference advances the scholarship initiative we launched in February 2010 to re-examine the place of scholarship in light of our pursuit of excellence and rising national status as a liberal arts college. We will explore the following topics:

- Steps the community has taken to create more time and resources for scholarship;
- Definitions of scholarship across the disciplines;
- Expectations of faculty at different career stages;
- Analysis of our tenure and promotion system compared to peers and aspirants;
- Necessary steps to clarify expectations and nurture scholarship; and
- St. Norbert College’s commitment to the resources needed to move our initiative forward.

Please come join in the conversation.

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Featuring

**Dr. Marc Roy**

St. Norbert College is pleased to welcome Dr. Marc Roy, Provost and Professor of Biology at Goucher College, who will be facilitating our conference. He has also held administrative positions at Coe College and Beloit College. Dr. Roy serves on the board of the American Conference of Associate Deans and is currently vice chair of that organization. He has worked with faculty to expand undergraduate research, study abroad, and curricular opportunities for students. In addition, he has instituted faculty development programs and led faculty in a revision of general education requirements while at Goucher. A native of Wisconsin, Dr. Roy is very familiar with our institution.

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RSVP for the conference and for the lunch by contacting Gayle Lenz (x3860 or [gayle.lenz@snc.edu](mailto:gayle.lenz@snc.edu))

**See reverse side for full conference schedule**

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## Supporting the Scholarly Mission of St. Norbert College and Its Faculty

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- 8:00 – 8:25** Coffee and light refreshments
- 8:25 – 8:30** Welcome and introductory remarks – Linda Beane-Katner
- 8:30 – 9:00** “An Update on our Scholarship Initiative” – Jeff Frick
- Rationale for our scholarship initiative, including a summary of progress to date
  - Overview of key themes from listening sessions
  - Announcement of task force to review tenure and promotion system
  - Process for completing and reviewing scholarship statements
  - Launch of scholarship circles
- 9:00 – 9:10** “Update on Progress in Fundraising for Scholarship” – Tom Kunkel
- 9:10 – 9:40** “Reflections on Faculty Roles at St. Norbert College: Striving for Balance” – Marc Roy
- Reflections on our scholarly initiative
  - Why do we do what we do? Why do we do things the ways that we do?
  - Teaching, scholarship, service, governance, tenure, promotion, and our personal and professional lives are interwoven. How do we balance our responsibilities in a manner consistent with St. Norbert College’s mission and heritage?
  - How can we best anchor our scholarship in what we are doing already?
  - How can we revitalize a scholarly agenda?
  - How can we imagine the arc of our careers?
  - What can we learn from other colleges?
- 9:40 – 9:55** Break
- 9:55 – 10:55** “Scholarship across the Disciplines” – Marc Roy
- The importance of defining scholarship
  - Roundtable discussion on scholarship statements and open discussion
- 10:55 – 11:05** Break
- 11:05 – 12:30** “Untangling the Web and Taking the Next Steps” – Marc Roy
- Contextualizing our tenure and promotion system within the academy
    - What are the most frequent concerns about the relationships between scholarship, tenure, and promotion?
    - What are reasonable expectations?
  - Roundtable and open discussion on the following questions:
    - Given the status quo, what depth and range of achievement in scholarship should be expected in applications for 1) tenure; 2) associate professor; 3) full professor?
  - A few suggestions from another perspective, question and answer, and conclusion
- 12:30 – 1:30** Lunch and discussion – Please RSVP to Gayle Lenz for the conference and for the lunch.
- 1:30 – 2:30** Consultation with Marc Roy. Dr. Roy will be happy to meet with individuals or disciplines for informal discussion on any of the conference topics.