Provost's Leadership Academy 2024

"Promoting Faculty Re-Engagement"

Challenging Times vs. Time of Crisis

Our Team

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Why Engagement?

- Collaboration

- Productivity

- Retention

- Job satisfaction

- Student connection

- Quality of life

Our Process

Assessing our community: Survey

Faculty Engagement Survey

- The following questions were answered by 41 of 76 UCI Department Chairs:
  - Have there been any barriers that interfere with your faculty's engagement?
  - What has successfully increased your faculty engagement?

  - Our own input and synthesis
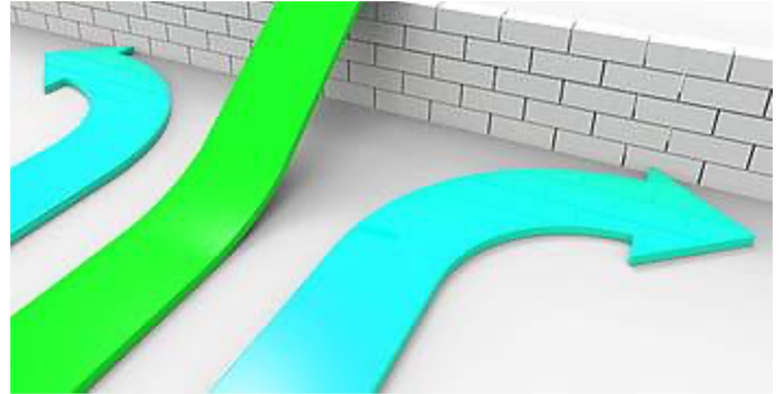
Survey of Department Chairs
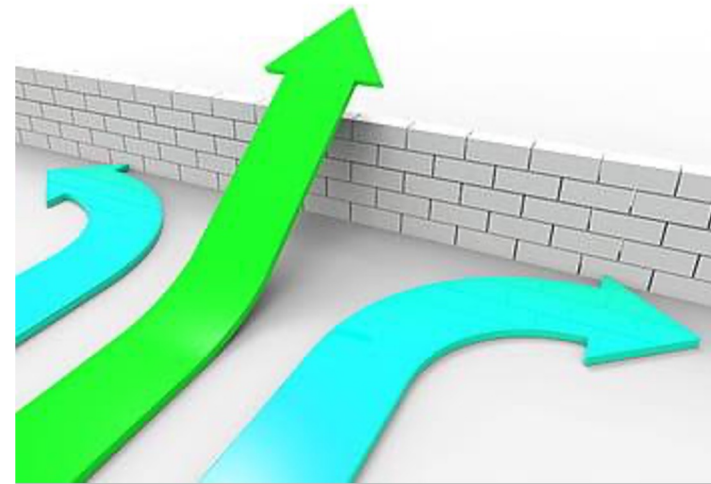
Methodology

Findings

Real Challenges

- Budget cuts
- Political climate
- Family responsibilities
- Housing/commute
- Pandemic exacerbated challenges
- Individual differences

~~Challenges~~ New Opportunities

1. Sharing the Mission
2. Onboarding New Hires
3. Mentoring
4. Invest in Engagement
5. Incentivize Campus Presence
6. Communication of Mission
7. Increase Community Gathering Spaces
   - E.g., eateries on campus

1. Sharing the Mission

Rationale: Prioritization of mission-driven department activities leads to a sense of purpose

- Department strategic planning

- Mission/vision statements
- Strategizing intra-department collaborations

- Resourced faculty searches

- **Timeline:** Fall but depends on specific activities for a given department
- **Resources:** Requests, tracking, and follow-up from administration
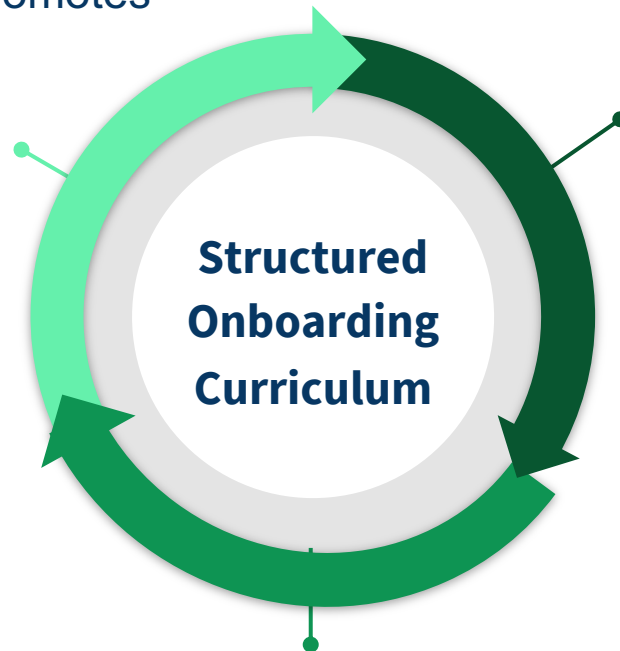- **Notes:** Departments must believe in the value

2. On-Boarding to Build Community

Rationale: Structured system to support acclimation to UCI promotes success (e.g., productivity, retention)

Resources and Growth Opportunities:

Department, School, University, Beyond

Community -> Peer Engagement:

Incoming cohort activities
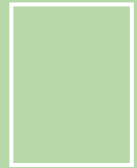
Structured Onboarding Curriculum

Clear Policies around Expectations

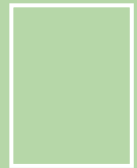Workload: Teaching, Service, Research

Timeline: Year-long task force to create a central onboarding/orientation curriculum
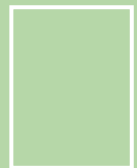**Resources:** Taskforce and resources to implement recommendations

3. Mentoring

- Departmental
- Across Disciplines
- Within and Beyond University

4. Invest in Engagement

Rationale: Chairs can facilitate engagement in ways consistent with their department context
Department Chair Budgets for "Engagement Plan"

- "Engagement Plan" funds for chairs to host events

- Reduce restrictions on fund use

Possible flexible use of funds:

- Tea time, happy hours, retreats, lunches, social events, awards ceremonies

- Administrative support to coordinate

- **Timeline:** Fall 2024
- **Resources:** Budget for events, administrative staff support to help with planning

5. Incentivize Campus Presence

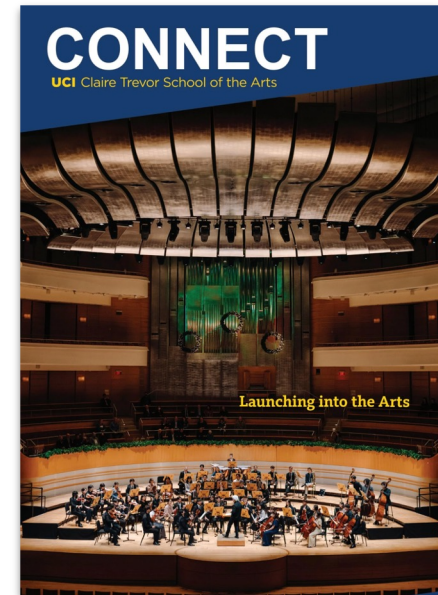**Rationale:** More time on campus will lead to more engagement

- Parking

- Easier access to engaging events and existing resources

ST Incentive Parking Permits

Faculty/Staff Sustainable Commute Incentives		
Method of Transportation	**Incentive Permits**	**Additional Incentives**
Walk/Bike	5 per month	**15 per month Weekends Free**
Telecommute*	5 per month	
Carpool	2 per month	

ARC membership

CONNECT
UCI Claire Trevor School of the Arts
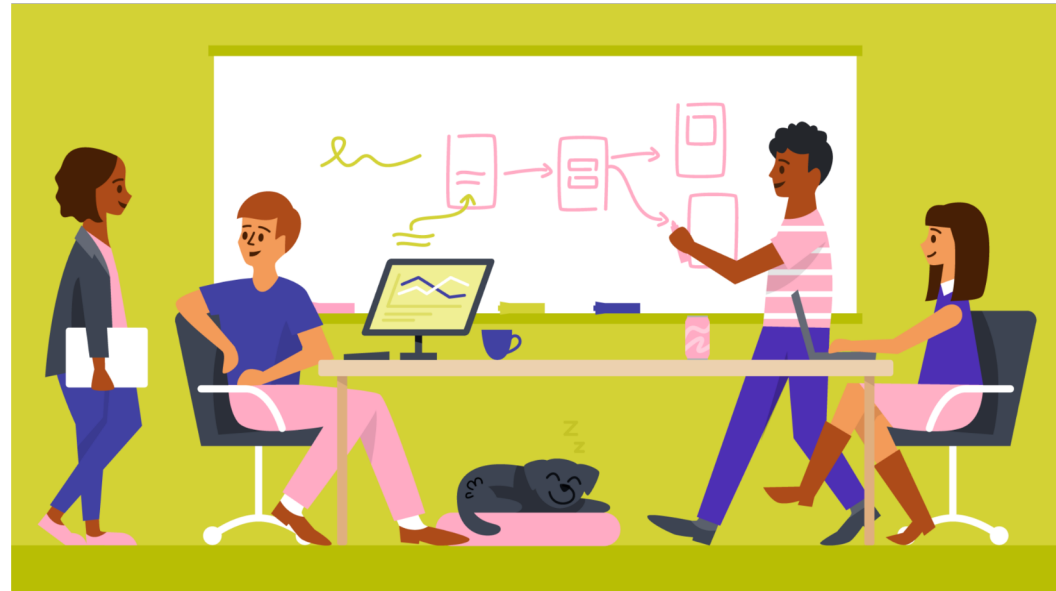Launching into the Arts

- **Timeline:** Fall 2024
- **Resources:** Coordination (subsidization) with campus management responsible for utilities/events

Discounted Events Tickets

6. Communication of Mission

Rationale: Continued regular communication will increase transparency and engagement.

- More campus-wide or multi-school town halls including in-person social component.

- Judicious Zooming

M. Akhter, 12 statistics that show why meeting in person is more important than ever, 2024.

- **Timeline:** Fall 2024
- **Resources:** Budget for events

7. Increase Community Gathering Spaces

University Club

- The University Club used to be an ideal site for faculty gathering

- 2017-18: UCI signed a 10-year lease to Wedgewood Weddings

  - Limited hours of operation for the campus community

  - Prohibitively high cost of hosting campus events

  - No discounts or incentives for faculty to use the facility

Recommendation: Renew the lease in 2029?

UCI

~~Challenging Times vs. Time of Crisis~~

Opportunity for Engagement

Opportunities for Engagement

1. Sharing the Mission

2. Onboarding New Hires

3. Mentoring

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7. Community Gathering Spaces