

Aligning the First Year Experience with Faculty Roles & Rewards

1. How should faculty contributions to the first-year experience be recognized and rewarded with respect to traditional faculty *roles, responsibilities, and sources of evaluation*?

- * Teaching
- * Research/Scholarship
- * Academic Advising
- * Service to the *College*
- * Service to the *Community* (Local/Regional)

2. What *incentives* might be provided to faculty for becoming involved with first-year initiative?

- * Credit toward *promotion and tenure*
- * *Awards* to publicly recognize outstanding faculty contributions
- * *Reassigned* (Released) Time
- * *Stipends* (e.g. for taking students to lunch/dinner or cultural/athletic events)
- * *Incentive grants* for faculty who involve students as partners in teaching or research.
- * *Bonus* (merit) pay

3. How might a first year student-centered *faculty culture* be cultivated at UWSP?

- * *Faculty Development* Programming
- * *New-Faculty* Orientation
- * *Faculty Recruitment & Selection* Practices