



Spring 5-6-1996

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Bob Aaron
Illinois Wesleyan University

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Recommended Citation

Aaron, Bob, "IWU Receives Grant to Study Faculty Roles, Rewards; Only 22 Campuses Tapped for National" (1996). *News and Events*. 6636.
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May 6, 1996

Contact: Bob Aaron, 309/556-3181

IWU Receives Grant to Study Faculty Roles, Rewards; Only 22 Campuses Tapped for National Study

BLOOMINGTON, Ill.--A \$30,000 grant has been awarded to Illinois Wesleyan University by the Consortium for the Advancement of Private Higher Education (CAPHE) to review and revise systems for supporting faculty roles on campus and in their careers.

Twenty-one other independent colleges and universities also received \$30,000 grants for the study, which is part of a national program, "Faculty Roles, Faculty Rewards, and Institutional Priorities." The program is underwritten by a lead grant of \$1 million from The Pew Charitable Trusts.

An important project outcome will be new models and methodologies developed by grantees for rewarding faculty work.

More than 500 private colleges and universities nationwide were invited to compete for grants. More than 200 campuses submitted applications.

IWU proposed in its grant application "to use the CAPHE/Pew funding and the consortial community established by this national initiative to rethink the work of the liberal arts college faculty. We aim to become a leader in defining the next evolutionary stage of quality in liberal arts education. This requires changes in the way we conceive of what has always been a strong part of liberal colleges, the culture of scholarly teaching."

IWU's newly established Andrew W. Mellon Center for Teaching and Curriculum Development will be used to process and implement changes. The Mellon Center is a coordinating unit and campuswide clearinghouse for all faculty development resources. It is intended to make IWU faculty not only producers, but consumers, of the best new work on student learning.

The 22 grantees will undertake projects to:

- Examine their policies and perceptions of faculty roles and rewards.
- Restructure their rewards systems.
- Focus faculty rewards on student learning outcomes.
- Study the nature of faculty work at their institutions.
- Provide faculty development opportunities in teaching and instructional technologies.
- Identify ways for institutions to help faculty improve their teaching and scholarship, and to work more effectively.

CAPHE will provide grantees with technical assistance, including conferences to share models and processes, and consulting services from nationally recognized faculty development specialists.

Researchers from the Center for Instructional Development at Syracuse University will serve as

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external program evaluators.

CAPHE is an operating unit of the Washington, D.C.-based Council of Independent Colleges (CIC).

CIC President Allen Splete said: "Colleges and universities today are undergoing transformation in the face of numerous challenges. Virtually every new agenda in higher education--improving teaching and learning, reducing costs, serving the community, the application of new technologies, and the assessment of learning outcomes--relates directly to faculty roles and institutional mission.

"This grant program," Splete added, "gives private colleges and universities the opportunity to look anew at their missions and faculty policies and, if appropriate, to rearticulate faculty roles and rewards at their institution."

In addition to IWU, grants were awarded to:

- Avila College, Kansas City, Mo.
- California Lutheran University, Thousand Oaks, Calif.
- College of Notre Dame, Belmont, Calif.
- College of St. Catherine, St. Paul, Minn.
- The College of St. Scholastica, Duluth, Minn.
- Connecticut College, New London, Conn.
- Eckerd College, St. Petersburg, Fla.
- Franklin & Marshall College, Lancaster, Pa.
- Hartwick College, Oneonta, N.Y.
- Hamline University, St. Paul, Minn.
- Hampshire College, Amherst, Mass.
- Heritage College, Toppenish, Wash.
- Le Moyne College, Memphis, Tenn.
- Madonna University, Livonia, Mich.
- Millikin University, Decatur, Ill.
- Mount Saint Mary's College, Los Angeles, Calif.
- Nebraska Wesleyan University, Lincoln, Neb.
- Rust College, Holly Springs, Miss.
- Salem Academy and College, Salem, Mass.
- Stillman College, Tuscaloosa, Ala.
- Whitworth College, Spokane, Wash.

CAPHE was established in 1982 by representatives of major foundations and corporations

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concerned about the future of independent higher education. CAPHE became a CIC operating unit in 1993.

CIC is an association of more than 400 independent colleges and universities, working together to support college leadership, advance institutional excellence, and enhance private higher education's contributions to society. To fulfill its mission, CIC provides ideas, resources, and services that assist institutions in improving leadership expertise, educational programs, administrative and financial performance, and institutional visibility.

CAPHE works with foundations and corporations to improve competitive grant opportunities and technical assistance which help smaller private colleges and universities meet the changing needs of students, employers, and society. Since it was established, CAPHE has helped to direct more than \$16 million in grants to approximately 200 independent colleges and universities nationwide.

The Pew Charitable Trusts, a national and international philanthropy with a special commitment to Philadelphia, support nonprofit activities in the areas of culture, education, the environment, health and human services, public policy, and religion. Through their grant making, the Trusts seek to encourage individual development and personal achievement, cross-disciplinary problem solving and innovative, practical approaches to meeting the changing needs of a global community.

IWU, founded in 1850, enrolls about 1,850 students in a College of Liberal Arts, College of Fine Arts, and a four-year professional School of Nursing. A \$15 million athletics and recreation center opened in the fall of 1994; and a \$25 million science building opened in the fall of 1995. The Carnegie Commission for the Advancement of Teaching promoted Illinois Wesleyan to a "Baccalaureate I" institution in 1994, a classification that places it among 161 highly selective National Liberal Arts Colleges in the annual *U.S. News & World Report* rankings. *Barron's Profiles of American Colleges*, another respected college guide, rated IWU "highly competitive (+)" in its latest edition.