The Faculty Crossing: Advancing the Social Capital of Faculty

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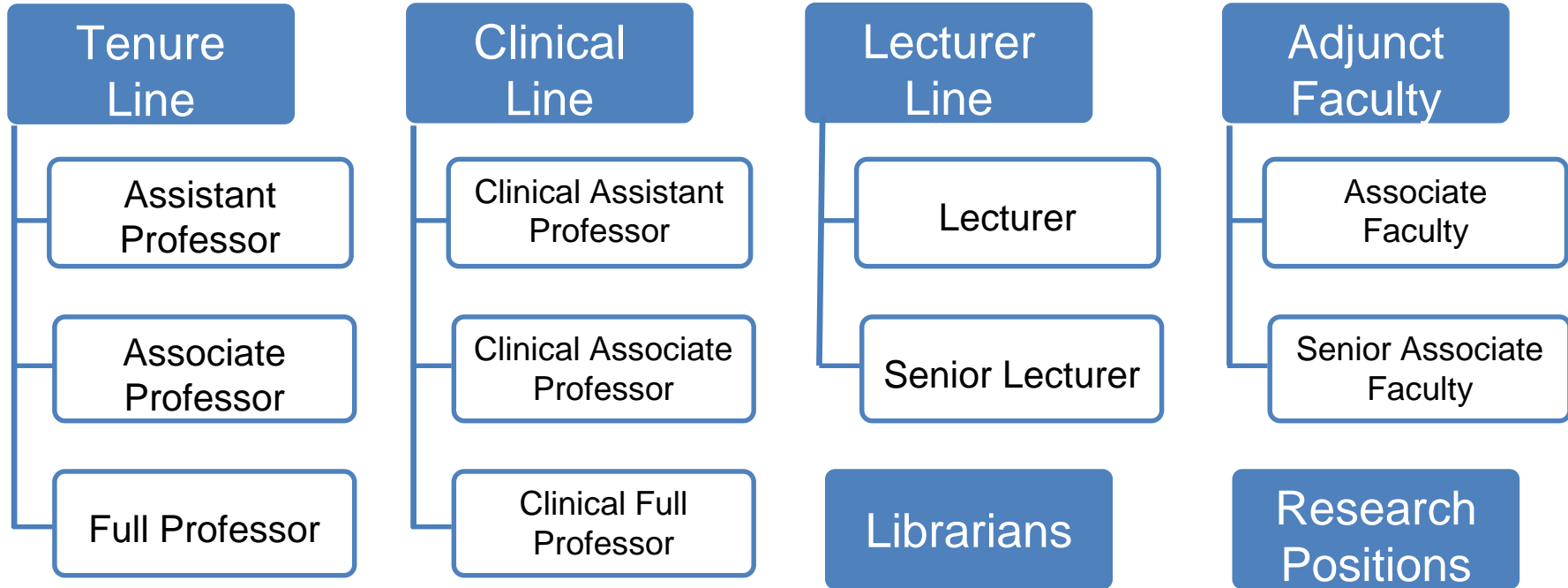Indiana University School of Liberal
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The Beginning of Faculty Crossing

- 2016 study of Center for Teaching and Learning

- Recommendations

  - Space
    - "Where people…have room to work on issues and problems… finding solutions by themselves… but with easy access to colleagues… whose insight and expertise can lend support and point to alternative viewpoints, different approaches, and inspired creativity."

  - Fellows
    - "A prestigious role that can be filled by faculty from across schools, to establish a cohort of faculty leaders, innovators, and scholars on teaching and learning."

Academic Appointments

Tenure Line
- Assistant Professor
- Associate Professor
- Full Professor

Clinical Line
- Clinical Assistant Professor
- Clinical Associate Professor
- Clinical Full Professor

Lecturer Line
- Lecturer
- Senior Lecturer

Librarians

Adjunct Faculty
- Associate Faculty
- Senior Associate Faculty

Research Positions

How should we understand social capital?

- Connections within and between social networks

    - V*alue* of those networks and relations

    - *Ability* or potential to "cash in" on social connections and relationships

    - Should be intentionally built into specific social structures (ex: Center for Teaching and Learning)

    - Should be encouraged to use capital to pursue goas specific to *their* interests, needs, and career trajectory

How should we understand social capital?

Important considerations:
- Can (& often does) reproduce inequality; power in social capital building work must be considered

  - Faculty who are well-connected to disciplinary networks – as is encouraged & often demanded for tenure track faculty – are able to build social capital; faculty who are unconnected or disconnected due to appointment, rank, or are members of marginalized groups, are much less likely to have opportunities to build social capital

  - How can faculty of unequal rank and appointment engage with each other without losing identity?
- Conversely, can be used to promote civic engagement

The myth of the academy as strictly meritocratic

"Indeed, the privileged uphold the ideology of achievement with examples of working-class faculty success: 'The small number of professors from the working and underclasses is often constructed through the meritocratic lens of the American dream as being the hardest working, the most capable of manufacturing a systematic plan for achievement' (Muzzati & Samarco 2006, p. 71). According to the myth of the meritocracy, class is irrelevant to academic performance and is naturally invisible in the academy."

Towers, George. 2019. "The Precarious Flight of American Working Class Faculty: Causes and Consequences." *The Journal of Working Class Studies*. 4(1): 98 - 115.

Where is the Faculty Crossing?

Located in the heart of campus, housed on the first floor of the University Library, the Faculty Crossing is strategically located between the Center for Teaching and Learning and the STEM Education Innovation & Research Institute

What is the Faculty Crossing?

- A welcoming space that promotes creativity, collaboration, and inclusive excellence for faculty and teaching staff of all ranks

- Part workroom, part café, the Faculty Crossing provides a welcoming environment for all users

- Periodically, the Faculty Crossing will be reserved for special events

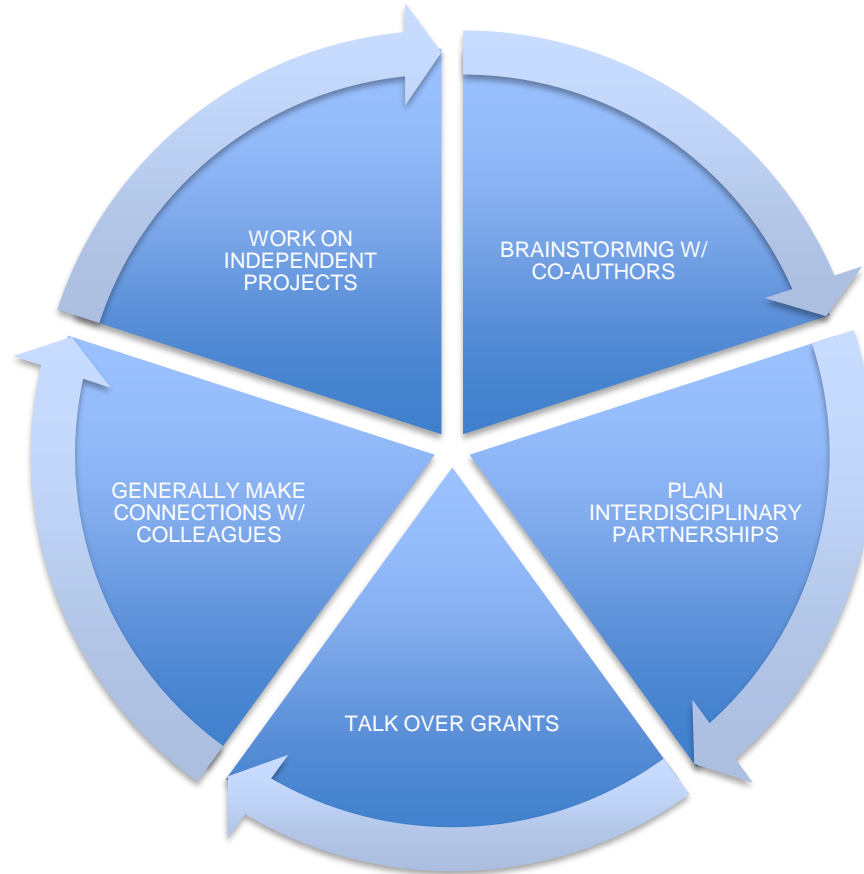# What is in the Faculty Crossing?

The Faculty Crossing features:
- Moveable tables and chairs
- Magnetic dry erase boards
- Multiple video monitors,
- Wireless content sharing system
- "Soft" seating for informal discussion
- Plentiful (24!) power outlets
- Complimentary coffee and tea

What happens at the faculty crossing
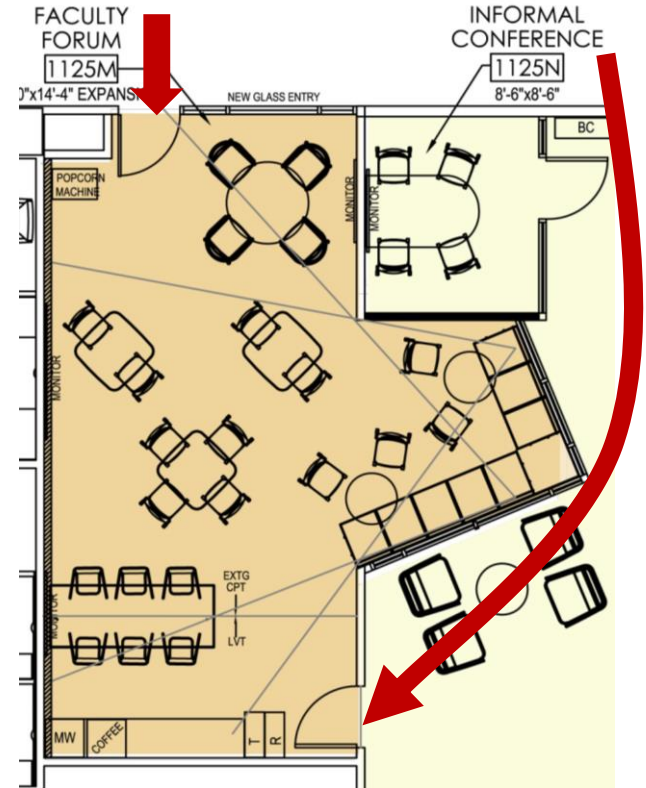
Uses of the Faculty Crossing
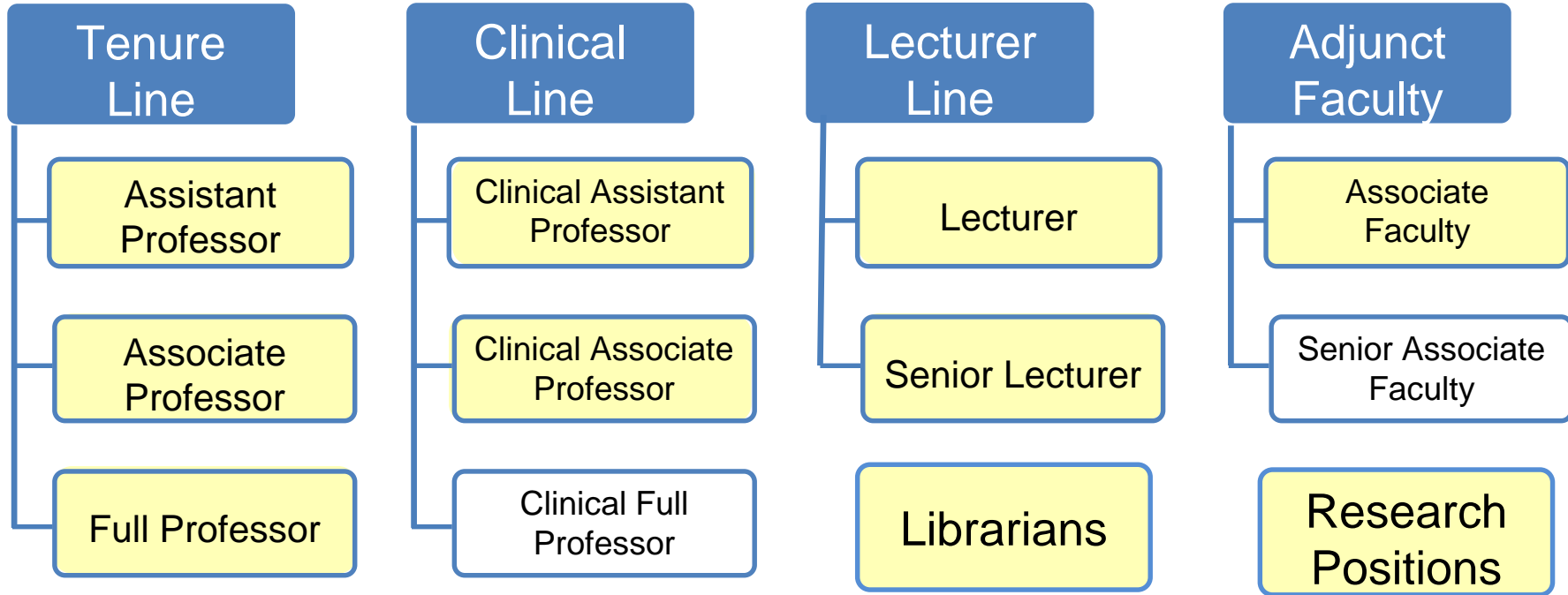
Assessment

- Entry Data
  - October 15-January 31
    - 283 Total Entries
    - 52 Unique Visitors
    - 19 Schools
    - 33 Departments
    - 2 Campuses
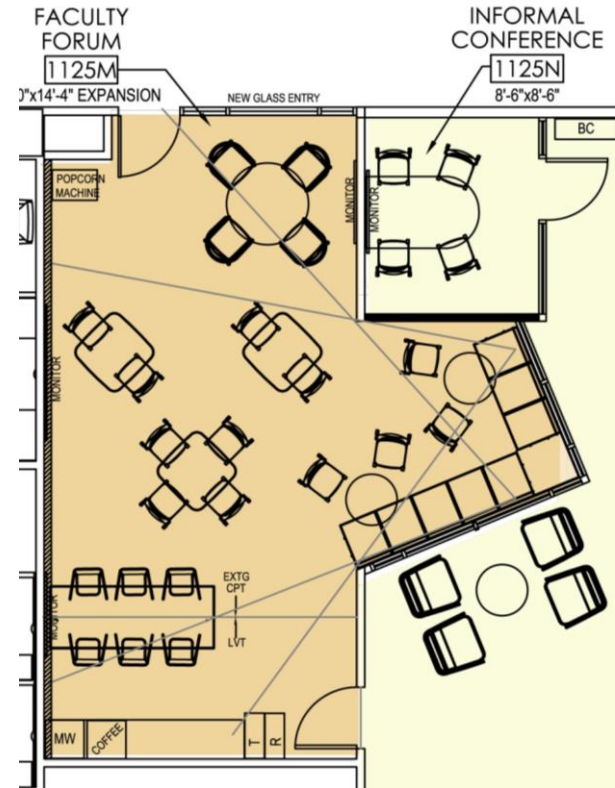   - 18 Academic Appointments

Assessment

Tenure Line	Clinical Line	Lecturer Line	Adjunct Faculty
Assistant Professor	Clinical Assistant Professor	Lecturer	Associate Faculty
Associate Professor	Clinical Associate Professor	Senior Lecturer	Senior Associate Faculty
Full Professor	Clinical Full Professor	Librarians	Research Positions

Assessment

- Survey Data
  - Summer 2019-Present
  - General positivity
  - Very little evidence of "easy access to colleagues" leading to "alternative viewpoints, different approaches, and inspired creativity"
  - Promising evidence of productivity

Conclusion

- Next steps:

  - Growing digital space

  - Outreach to marginalized faculty

  - Assessment