

Scholarship Re-Conceptualized: An Evaluative Perspective

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Memphis, Tennessee

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The Professoriate is a Meta-Professio

That is, it is a profession whose practice requires not only one's original (base) content expertise, but expertise and skills from a variety of other professions.

The Meta-Profession Project

**To identify & define
faculty roles in terms
of their required,
discrete skill sets.**

SKILL SETS		FACULTY ROLES			
		Teaching	Scholarly/Creative Activities	Service	Administration
Base Profession	Content Expertise	Red	Red	Yellow	Cyan
	Practice/Clinical Skills	Green	Green	Yellow	Cyan
	Research Techniques	Yellow	Green	Cyan	Cyan
Additional Meta-Profession Skill Sets	Instructional Design	Red	Yellow	Yellow	Cyan
	Instructional Delivery	Red	Yellow	Yellow	Cyan
	Instructional Assessment	Red	Yellow	Yellow	Cyan
	Course Management	Green	Yellow	Yellow	Cyan
	Instructional Research	Cyan	Green	Yellow	Cyan
	Psychometrics/Statistics	Yellow	Green	Yellow	Cyan
	Epistemology	Yellow	Yellow	Yellow	Cyan
	Learning Theory	Green	Yellow	Yellow	Cyan
	Human Development	Yellow	Yellow	Yellow	Cyan
	Information Technology	Green	Green	Yellow	Yellow
	Technical Writing	Yellow	Green	Yellow	Cyan
	Graphic Design	Yellow	Yellow	Yellow	Cyan
	Public Speaking	Green	Green	Yellow	Green
	Communication Styles	Green	Green	Yellow	Green
ALMOST ALWAYS	Conflict Management	Yellow	Cyan	Yellow	Green
FREQUENTLY	Group Process/Team Bldg	Yellow	Cyan	Yellow	Red
OCCASIONALLY	Resource Management	Yellow	Cyan	Yellow	Red
ALMOST NEVER	Personnel Management	Cyan	Cyan	Yellow	Red
	Financial/Budget Dev	Cyan	Cyan	Yellow	Red
	Policy Analysis & Dev.	Cyan	Cyan	Yellow	Green

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The Meta-Profession Project:

OBJECTIVES

- * **Facilitate the Development of Comprehensive Faculty Evaluation Systems**
- * **Provide a Guide for Designing Faculty Development Programs**
- * **Provide an Operational Context for Academic Policy Development**
- * **Promote & Facilitate Interdisciplinary Educational Research**

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	Public Speaking	Green	Green	Yellow	Green
	Communication Styles	Green	Green	Yellow	Green
ALMOST ALWAYS	Conflict Management	Yellow	Cyan	Yellow	Green
FREQUENTLY	Group Process/Team Bldg	Yellow	Cyan	Yellow	Red
OCCASIONALLY	Resource Management	Yellow	Cyan	Yellow	Red
ALMOST NEVER	Personnel Management	Cyan	Cyan	Yellow	Red
	Financial/Budget Dev	Cyan	Cyan	Yellow	Red
	Policy Analysis & Dev.	Cyan	Cyan	Yellow	Green

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	Policy Analysis & Dev.				

SKILL SETS		ADMINISTRATION Role					
		Dept. Head/ Chair	Asst./Assoc. Dean	Dean	Provost /VP Academic	VP Administrative	Chancellor/ President
Base Profession	Content Expertise						
	Practice/Clinical Skills						
	Research Techniques						
<i>Additional</i> Meta- Profession Skill Sets	Instructional Design						
	Instructional Delivery						
	Instructional Assessment						
	Course Management						
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Financial/Budget Dev					
Policy Analysis & Dev.					

SKILL SETS		SERVICE Role			
		General Community	Institution	Base Profession	Meta-Profession
Base Profession	Content Expertise				
	Practice/Clinical Skills				
	Research Techniques				
Additional Meta-Profession Skill Sets	Instructional Design				
	Instructional Delivery				
	Instructional Assessment				
	Course Management				
	Instructional Research				
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		Teaching	<i>Scholarly/Creative Activities</i>	Service	Administration
Base Profession	Content Expertise				
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Proficiency

- ✓ **Maintain discipline currency**
- ✓ **Maintain/enhance (clinical) skills**
- ✓ **Pursue advanced degree**
- ✓ **Obtain certification**
- ✓ **Advanced seminars, workshops**
- ✓ **Post-doctoral study**
- ✓ **Internships, Fellowships, etc.**

SKILL SETS		Scholarly & Creative Activities Role					
		Base Profession			Meta-Profession		
		Discovery/Creation	Proficiency	Discovery/Creation	Dissemination	Translation	
Base Profession	Content Expertise						
	Practice/Clinical Skills						
	Research Techniques						
Additional Meta-Profession Skill Sets	Instructional Design						
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Resource Management							
Personnel Management							
Financial/Budget Dev							
Policy Analysis & Dev.							

Discovery/Creation

Conducting any form of research appropriate to the discipline.

Creating a new mode or form of artistic expression.

SKILL SETS		Scholarly & Creative Activities Role					
		Base Profession			Meta-Profession		
		Frequency	Dissemination	Proficiency	Discovery/Creation	Dissemination	Translation
Base Profession	Content Expertise						
	Practice/Clinical Skills						
	Research Techniques						
Additional Meta-Profession Skill Sets	Instructional Design						
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Dissemination

Professional Publications:

Articles, Books, Monographs, etc.

Popular press publications:

Magazines, Newspaper columns, etc.

Presentations:

Papers, Keynote/Invited Addresses, etc.

Other Media:

Television, Radio, Films, Internet, etc.

The Scholarly Activity of *Dissemination* is not identical to teaching since, by definition, it is simply the sharing and distributing of information. However, some of the skill sets associated with *dissemination* may also be part of the *instructional delivery* component of teaching.

Translation

Translating research findings or creations (*not necessarily your own*) into new products, services, performances, or artistic expressions of value or benefit to either the professional or the larger general society.

*Relation of Meta-
Profession Scholarship
Definitions to Traditional
(Boyer) Scholarship
Conceptualization.*

Scholarship of Discovery

“... encompasses those scholarly activities which extend the stock of human knowledge through the discovery or collection of new information. ... includes, but is not limited to, what is sometimes referred to as basic or original research.”

*Scholarship of Artistic Endeavor**

“... encompasses scholarly activities which are directly related to the creative process, especially in the fine or applied arts. Such scholarship may seek to bring about new artistic creations or to present existing works.”

**Susanne Morgan, Director, Center for Faculty Excellence, Ithaca College, Ithaca, NY*

Scholarship of Integration

“... encompasses scholarly activities which are primarily interdisciplinary or interpretive in nature. Such scholarship seeks to better understand existing knowledge by making connections across disciplines, illuminating data in a revealing manner, drawing together isolated factors, or placing known information into broader contexts. It synthesizes, interprets, and connects the findings in a way that brings new meaning to those facts.”

Scholarship of Application

“... encompasses scholarly activities which seek to relate the knowledge in one's field to the affairs of society. Such scholarship moves toward engagement with the community beyond academia in a variety of ways, such as by using social problems as the agenda for scholarly investigation, drawing upon existing knowledge for the purpose of crafting solutions to social problems, or making information or ideas accessible to the public.”

Scholarship of Teaching

“ ... encompasses scholarly activities which are directly related to pedagogical practices. Such scholarship seeks to improve the teaching and advising of students through discovery, evaluation, and transmission of information about the learning process.”

SKILL SETS		Scholarship of Teaching							
		Base Profession				Meta-Profession			
		Proficiency	Discovery/ Creation	Dissemination	Translation	Proficiency	Discovery/ Creation	Dissemination	Translation
Base Profession	Content Expertise								
	Practice/Clinical Skills								
	Research Techniques								
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Complete *interactive*
Meta-Profession model at:

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