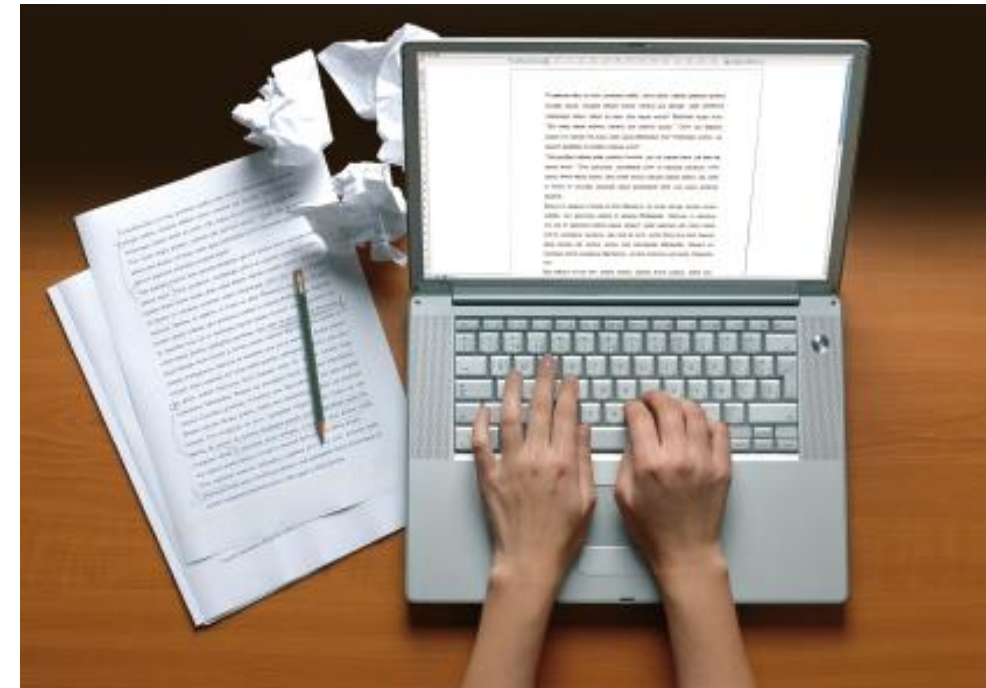


From the Faculty Perspective: Tuesday Morning In Box

You open your email and can do two of these things.

- Advise a colleague on conflict in department
- Offer advice on manuscript submission
- Write late-request letter of recommendation
- Support students and faculty creating a vigil against violence and hate



Tuesday Inbox

Think about the items you chose.

What were the deciding factors?

(e.g. the time it would take; it would help students;
reciprocity)



Tuesday In Box

Key Points

- Faculty have **COMMITMENTS** that shape choices
- Faculty sometimes feel they **Do NOT** Have Choices
- Some faculty will be **ASKED** more often



Faculty Labor is constrained by organization of work into:

- visible & invisible labor; compensated/not (Gordon et al, 2022; Hanosano et al, 2019)
- work that is perceived to require more skill; work that is perceived as accessible and relational, tied to identity (Quaye et al, 2017; Settles et al, 2018)
- someone else's problem—not co-owned by a community/collective approach (O'Meara, 2016)
- a problem of bad mentoring and poor self protection (Gordon et al, 2022; Pyke, 2015)