CLAS Faculty Development Committee

**2019-2020 Annual Report**

# Membership:

Shannon Biros (Chair)

David Crane

Timothy Evans (Fall)

Heather Gulgin

Tessa Jordan

Jeffrey Kelly Lowenstein (Winter)

James McNair (Scribe)

Robert Pearson

Virginia Peterson

Karen Pezzetti

**Ex Officio:** Donovan Anderson

**Administrative Support:** Roxanne Mol

The CLAS Faculty Development Committee (FDC) is a faculty advocacy committee that sees its mission as addressing the issues that affect the development of CLAS faculty in the areas of teaching, research and service. Issues brought to the committee’s attention by CLAS faculty determine much of our agenda. Faculty members with a concern about an issue affecting faculty development are encouraged to contact the FDC chair.

The committee met for 90 minutes every other week from September to February. Our year was cut short due to the COVID-19 pandemic.

# FTLC Teaching Awards

During October, the FDC reviewed applications for teaching awards from faculty members in the college. We enlisted the help of one undergraduate student (Casey Elkhoury). As part of this process, the committee also laid down some guidelines for when members of FDC should recuse themselves from the review process. These guidelines were documented in our meeting minutes and have been incorporated into our proposed revisions to our committee bylaws (*vide infra*). We congratulate the CLAS recipients of teaching awards for the year.

# Research and Mentoring Awards

During October, the FDC reviewed the nominations from CLAS for the Center for Scholarly and Creative Excellence research and mentoring awards. As part of this process, the committee also laid down some guidelines for when members of FDC should recuse themselves from the review process. These guidelines were documented in our meeting minutes and have been incorporated into our proposed revisions to our committee bylaws (*vide infra*). We note here that while participation in this award program has grown since its inception, the committee would like to encourage departments to nominate more candidates. CLAS can submit up to seven names in each category to the final review process by CSCE, and these nomination limits are rarely met by our college.

# Sabbatical proposals

The 2019 application cycle represented the first year that college-level review was removed from the Sabbatical Review process. Thus, our role this year was in an advisory capacity to Dean Antczak. In November, our committee reviewed those proposals that were ranked “Recommend with Reservations” by USRC. We also reviewed any proposals that were ranked “Do Not Recommend” by USRC, but where the decision was appealed by the author. Our advice regarding these proposals was sent to Dean Antczak, who made the final decisions.

# Committee Bylaws

In February the committee reviewed our existing Bylaws and proposed revisions to reflect the change in (1) the university-wide sabbatical proposal review procedure, (2) our internal review of FTLC and CSCE awards. These revisions were approved unanimously by the committee, and forwarded to Faculty Council for approval.

# Faculty mentorship in CLAS

In September, the committee developed a rubric to assess the Unit Mentoring Plans. We finalized this rubric in December and used it to offer feedback to units regarding these mentoring plans in January.

In February, the committee developed a draft of a survey targeted toward early career faculty members regarding their experience with the CLAS mentoring program. We wrote the bulk of the survey in Qualtrics but did not have time to finalize it before the COVID-19 shutdown of the university. Our plan is to finish this survey in September 2020 and deploy it to (what will then be) second, third- and fourth-year faculty members.

We thank Roxanne Mol for her excellence support of our committee, and we thank Donovan Anderson for his guidance and advice as ex officio.