

## **CLAS Faculty Development Committee 2014-2015 Annual Report**

### **Membership:**

Rachel Anderson

Sally Ross

Michael Henshaw

Heather Van Wormer (chair)

**Ex Officio:** Shaily Menon

Esther Billings

Jason Yancey

Margaret Dietrich

Carrie Morris (fall)

Ronald Loeffler (fall)

Arthur Campbell (winter)

James McNair (winter)

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. While the committee has numerous duties related to sabbaticals, 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, with more frequent and longer meetings during November for review of CLAS sabbaticals.

### **Teaching Awards:**

The FDC supervised the review of nominations for teaching awards in the college. In September, we appointed a Teaching Excellence Committee to review these proposals; the faculty representatives on this committee were David Stark (chair), Amanda Dillard, Tim Evans, and one CLAS undergraduate (chosen by faculty recommendation). We greatly appreciate the work of the members of this committee and congratulate the CLAS recipients of teaching awards for the year.

### **Research and Mentoring Awards:**

During the month of October, the FDC reviewed the nominations from CLAS for the Center for Scholarly and Creative Excellence research awards (Distinguished Early-Career Scholar Award and Distinguished Undergraduate Mentoring Award). Participation in this awards program has grown since its inception, but was down this year—we even had one award, with no nominations. The committee would like to encourage the college to submit more candidates since CLAS can submit up to seven names in each category to the final review process by CSCE.

### **Sabbaticals:**

The sabbatical is a time of scholarly renewal which is a privilege valued by the academic community. In a time of contracting fiscal resources, it is crucial that we clearly communicate the scholarly value of the sabbatical to those outside our community. The FDC takes the position that we want all faculty members to receive their sabbatical, and we work to help faculty propose their work in a way that will reflect favorably on the university. Much of our time and effort is spent in support of faculty who are in the process of proposing a sabbatical.

In June 2014 the FDC offered a sabbatical writing workshop for CLAS faculty. Ten faculty participated. Over the remainder of the summer, fifteen draft sabbatical proposals were sent to the committee for a pre-read (a service offered to all CLAS faculty). These proposals

were distributed to committee members who provided comments and suggestions to the proposer.

From September 15 to November 15 the FDC reviewed submitted sabbatical proposals. Of the 136 sabbatical eligible faculty in CLAS, 40 submitted proposals. A subcommittee of three reviewed each proposal, making sure that no member of a subcommittee belonged to the same unit as the proposer. Subcommittees reported back to the full committee with recommendations and full-group discussion. If there was a lack of affirmative consensus in the subcommittee, the entire FDC read the proposal and discussed it. Our recommendations were then forwarded to Dean Antczak. The overall quality of the proposals was high. At the end of the process, CLAS supported 90% of the sabbatical proposals submitted for the year.

Following the new sabbatical approval process, the CLAS sabbaticals were forwarded to the University Sabbatical Review Committee. This committee is led by the chair of R&D and is comprised of the chair of each college's CPC/FDC and four additional members of R&D. This group reviewed all of the sabbatical proposals in the university and made recommendations to the provost. Only one proposal from CLAS was not recommended by the USRC.

During the winter 2015 semester the USRC met several times to review and make improvements to the sabbatical approval process. One suggested change is to modify the ranking system. This change was approved by ECS/UAS and will be forwarded for further approval. It is likely that this will be in effect for fall 2015. Others suggested changes are still under review.

This summer the FDC will once again be offering a workshop for CLAS faculty writing sabbatical proposals for fall submission. The date of this workshop will be announced soon, and if the demand is high enough we will offer more than one.

### **Administrative Tasks:**

During the 2014-2015 academic year, the FDC also worked on a few administrative tasks. First, we updated the FDC bylaws; these will be forwarded to the Faculty Council for the next step in the approval process. Second, we created an appeals process for faculty that are turned down at the unit level for their sabbatical project and wish to appeal. And, finally, the FDC started to examine what factors may be preventing CLAS faculty from applying for available grants, awards, and delaying sabbaticals for several years. This final initiative will continue into the 2015-2016 academic year.