

CLAS Faculty Development Committee 2018-2019 Annual Report

Membership:

Shannon Biros (chair)
David Crane
Timothy Evans
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James McNair
Carrie Morris (Fall)
Robert Pearson (Winter)
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Karen Pezzetti (Fall)
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Ex Officio: Donovan Anderson

Administrative Support: Tracy McLenithan and 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. 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 October 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 Mayra Fortes Gonzales (chair), Christine Smith, Thomas Pentecost (all past winners of the award) and three CLAS undergraduates (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 October, the FDC reviewed the nominations from CLAS for the Center for Scholarly and Creative Excellence research and mentoring awards (Distinguished Early-Career Scholar Award, Distinguished Undergraduate Mentoring Award, and Distinguished Graduate Mentoring Award). Participation in this award program has grown since its inception, however 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 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 members who are in the process of writing a sabbatical proposal.

In past years the FDC has hosted sabbatical writing workshops during the summer, as well as feedback on proposals from former members of the committee. During the summer of 2018 the University Sabbatical Review Committee (USRC) took over coordinating these activities. Members of FDC participated in the workshops and also provided feedback on proposals for colleagues in CLAS.

From October 1 to October 30 the FDC reviewed sabbatical proposals. Of the 133 sabbatical eligible faculty in CLAS, 30 submitted proposals. Subcommittees 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 with the designation "Recommend," "Recommend with Reservations," or "Do Not Recommend." The overall quality of the proposals was high. CLAS supported 96% of the submitted proposals for the year as either "Recommend" or "Recommend with Reservations." The committee also provided constructive feedback to each author as well as the faculty member's unit head. The rationale for this stemmed from interviews FDC carried out with CLAS unit heads regarding the sabbatical review process. The goal of this feedback is to increase transparency of the review process. We also hope that this feedback will be useful to CLAS authors to help strengthen future proposals.

During the winter semester, the FDC offered suggestions to the USRC for changes to the sabbatical proposal template. The FDC also authored a document for CLAS faculty addressing concerns about the sabbatical application process.

Safety

In the winter semester of 2018, the FDC authored an information sheet regarding safety resources on campus that are available to faculty and staff. This information sheet was disseminated to faculty members through a CLAS Weekly Mailing.

How to handle difficult situations with students

In January 2019 the FDC hosted Dean Rullman and AVP Benet for a conversation regarding how best to handle difficult situations with students, as well as what resources are available for faculty members. After this meeting, the FDC decided that many faculty members do not know about the resources available on campus to help with these situations, or what steps to take when encountering such a situation. The FDC will work on gathering this information and disseminating it to CLAS faculty in the 2019-20 academic year.

Faculty mentorship in CLAS

In the winter semester of 2018 the FDC made recommendations to Assistant Dean Anderson regarding future improvements to the current faculty mentoring system in CLAS. These recommendations included (but were not limited to) encouraging all mentors to receive training and support through FTLC and having FTLC facilitate an early conversation between faculty mentors and mentees regarding expectations of this experience. Assistant Dean Anderson drafted a new mentoring plan for the college, and solicited feedback from the FDC.