

FACULTY DEVELOPMENT COMMITTEE ANNUAL REPORT 2010-2011

Membership, 2010-2011

Mary Ann Foley, Professor of Psychology (spring)
Corey Freeman-Gallant, Associate Dean of the Faculty for Academic Advising (Nov-April)
Roy Ginsberg, Professor of Government
Monica Raveret Richter, Associate Professor of Biology (fall)
Paty Rubio, Associate Dean of Faculty (Sept-Oct, May)
Joel Smith, Associate Professor of Philosophy and Religion
Peter Stake, Associate Professor of Art, FDC Chair

Membership, 2011-2012

Ngina Chiteji, Associate Professor of Economics
Alice Dean, Professor of Mathematics and Computer Science
Paty Rubio, Associate Dean of Faculty
Joel Smith, Associate Professor of Religion, FDC Chair
Peter Stake, Associate Professor of Art

The year in Summary

The FDC met 18 times during the year. The committee awarded 59 Faculty Development Grants, approved grants for 45 Faculty/Student Summer Collaborative Research Projects involving 33 faculty and 55 students. The FDC designated recipients for the three major faculty awards—the Edwin M. Moseley Faculty Research Lecturer, the Ralph A. Ciancio Award for Excellence in Teaching, and the Distinguished Faculty Service Award. Also, the FDC recommended sabbatical leave in 2011-2012 for 27 faculty and selected four of the faculty applying for a full year sabbatical to receive a new Full-Year Sabbatical 60% Compensation Award. The list of awards and recipients follows at the end of this report.

FDC assisted the student body during the selection process for the faculty speaker for commencement, and also consulted with Susan Kress, VPAA, regarding the establishment of the Faculty Network Facilitator position. The FDC chair served on the Network Facilitator search committee, and the FDC subsequently met with Erica Bastress-Dukehart and Beau Breslin to discuss procedures for joint communication and stewardship of the faculty development designated portion of funds administered by the Facilitator.

Due to the President Glotzbach's leave this fall and spring, various responsibilities in the academic administration offices were shared or reassigned temporarily. As a consequence, Paty Rubio and Corey Freeman-Gallant shared responsibility this year as the Dean of Faculty's designated representative to FDC. Bill Tomlinson, Sponsored Research Officer, also met regularly with the FDC during discussion of grant applications this year, and his work was particularly helpful to the committee in tracking funds and awards.

New Initiatives

This was a particularly busy year for FDC. While FDC did receive a slight increase in development funds this year, the raise of the Faculty Development Grant maximum award cap from \$1500 to \$1800 resulted in a slightly smaller number of full awards this year over last. Faculty grant applications were robust, proposed projects were ambitious, and awards were competitive. With two grant rounds each semester, FDC was forced at times to choose between making a slightly smaller award to a few worthy faculty projects in order to enable support for a larger number of awards or asking faculty to resubmit proposals to a subsequent grant round. For example, FDC had \$45,000 to disburse over the two grant rounds in Spring 2011, yet in the first round alone, requests totaled more than \$44,000. To provide both equitable and broad support for faculty projects, FDC had to choose between making awards based on the merit of a proposal and risk not having enough funding for Grant Round II or to make awards to a few faculty and ask ½ of the applicants to resubmit in Round II. To clarify the process and to enable the committee to make careful decisions based on a comprehensive reading of all proposals for each grant period, next year FDC will

invite only one round of grant applications in the Fall 2011 (grant period, January 1-August 31) and one round in the Spring 2012 (grant period, June 1-December 31). If applications continue at this year's pace, FDC will need to make difficult decisions next year, but at least all faculty applications competing for funds covering the same grant period will be on an equal footing.

Development Funds Administered by FDC in 2010-2011:

Grant	Available Grant Funds	Grant Requests	Awarded
FDGrants-Fall Rounds I & II	\$40,000	\$54,997	\$38,350
FDGrants-Spring Rounds I & II	\$45,000	\$65,606	\$46,754
Initiative Grants	\$12,000	\$21,000	\$12,000
Internat Travel Seminar	\$3,000	\$9,000	\$3,000
Total	\$100,000	\$150,603	\$100,104
60% Sabbatical Grant	\$30,000	13 faculty requests	4 faculty awards

In addition to existing grants, the FDC wrote guidelines and made awards in two new grant categories this year. Corey Filson, Director of Skidmore's OCSE consulted with the FDC to establish and fund an annual award of \$3000 for a faculty member to participate in one of the Summer International Faculty Development Seminars organized by the Council on International Educational Exchange. The FDC will review applications and make one award annually with funds provided by the Office of OCSE.

In response to the goals of the Strategic Plan and annual requests for enhanced sabbatical support put forward by FDC, Dean Muriel Poston and Associate Dean Paty Rubio gained approval from the Board of Trustees to establish an annual budget line for support of faculty sabbaticals. This year, the FDC made awards to four faculty to fund a full-year sabbatical at 60% of salary. FDC and the Administration hope to make annual incremental increases to the budget to support more full-year sabbatical awards at a higher percentage of salary.

Looking to next year, the FDC hopes to sustain momentum toward increased support for faculty development through proposals to:

- Increase 60% sabbatical funding to 6-8 awards next year
- Increase funding to offer a greater number of Initiative and regular Faculty Development Grants
- Establish funding for Here/There Grants (a development grant intended to support Skidmore faculty collaborative research by providing funds to bring a faculty collaborator from another institution to campus)
- Increase the cap for Travel-to-Read/Travel-to-Represent Grants

Appreciation

The committee thanks Muriel Poston and Paty Rubio for their support in promoting FDC initiatives and for their counsel in the many productive discussions we have had over this very hectic year. Our thanks as well to Corey Freeman-Gallant who quickly stepped into Paty's role with FDC offering fresh insight, encouragement, and useful suggestions to the committee throughout our deliberations. As always, Bill Tomlinson was efficient, knowledgeable and very helpful in sorting through grant histories and juggling the intricate balance between estimated expenses and available funds. As Coordinator of the Summer Faculty/Student Collaborative Research Program, Bob Turner's assistance was essential to FDC's careful consideration of proposals. Finally, the committee extends our deepest appreciation to the Dean of Faculty and Vice-President of Academic Affairs Staff—Debra Peterson, Sue Blair, Jill Jones, and Theresa Wagner—for their support of FDC's work.

Respectfully submitted,

Peter Stake, Chair, FDC