

**Faculty Development Committee
Meeting Minutes
February 4, 2013
10:30-12:00**

Present:

- Alice Dean (Chair)
- Mao Chen (Faculty Representative)
- Jim Kennelly (Faculty Representative)
- Paty Rubio (Associate Dean of the Faculty)
- Flagg Taylor (Faculty Representative)

1. The minutes of the January 28, 2013 meeting were approved.
2. The committee again reviewed the guidelines and procedures for faculty development grants for emeritus faculty. It agreed to change language to stipulate that the final narrative report must be submitted to the Office of the DOF/VPAA within 60 days after the end of the grant period.
3. The committee also discussed whether FDC should bear the responsibility for announcing to emeritus faculty these faculty development grant opportunities (and their detailed policies, procedures and timing) or whether responsibility for such communication would be borne by the "retiree committee." Alice Dean will speak with Terry Diggory to iron this out. The committee agreed that emeritus grant opportunities should be announced before Spring break, so that applications could be considered before the end of this academic year.
4. The committee conducted an initial review of seven (7) applications for Faculty Research Initiative Grants, and determined that 1) one application could be better considered as a faculty development grant during the next round and 2) one application, dealing with conference attendance, could be better considered for ad hoc funding by the DOF. Of the remaining five applications, all were deemed to have sufficient information for a full review. The committee will consider these applications at its meeting on February 11.
5. The committee reviewed the nominee materials for the Moseley Lecturer and agreed unanimously on its selection for the award for 2014. The Moseley Award winner will be publicly announced after this year's Moseley Lecture. In the interim, Alice Dean will contact both the faculty member the committee selected, and other nominees.
6. The committee discussed the timing of sabbatical applications, and full-year sabbatical enhancement awards. The committee agreed that the current timing does not work very well, since faculty members do not know until early in the Spring semester whether they will be awarded a sabbatical enhancement, and this may play a role in whether or not they are able to take a full year sabbatical (for which they must apply by January 15th). The committee agreed that it seems to make more sense to consider full-year sabbatical applications, and applications

for sabbatical enhancement awards, during the Fall semester. Since this would require a change to the faculty handbook, it would appear that a meeting with Barbara Black, Chair of the Faculty Executive Committee, is in order. Alice Dean will try to arrange for Barbara Black to attend the next FDC Meeting.

7. The committee also discussed the advisability of moving towards an absolute dollar amount (flat rate) for sabbatical enhancement awards; this would be a departure from our current practice, where sabbatical enhancements are awarded at 10% of the faculty member's base salary. Current practice thus provides more funding to senior faculty members who are presumably at higher pay rates than junior faculty. It seems to the committee that this is unfair to junior (and/or pre-tenure) faculty who may be under more pressure to take a full year sabbatical to advance their scholarly work before tenure or promotion consideration. Consequently, the committee is generally supportive of the idea that a flat rate of, say, \$10,000 would be both fairer to faculty, and more straightforward to administer and budget. This will also be discussed when FDC meets with FEC.

8. The meeting adjourned at 11:50.

Respectfully submitted,

James J. Kennelly

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