

Faculty Development Committee  
December 2, 2014  
3:45-4:45  
LIB 128A

- I. Announcements:
  - A. Distinguished Faculty Service candidates advised and recipient informed.  
Announcement at Faculty Meeting, Friday Dec. 5, 2014.
  - B. Established meeting time for Sp '14 – same time/same place.
  - C. Draft of letter for 2015-16 budget request. Increases especially for 1, 3, and 4: 1) **Sabbatical Enhancements**, 2) Summer Collaborative Research Grants, 3) **Travel to Read Funds**, and 4) **Faculty Development Research Grants**.
- II. Minutes – attached
- III. Old Business
- IV. New Business  
Faculty candidates for commencement speaker

Faculty Development Committee  
Meeting Minutes  
November 11, 2014

Present:

- Shirley Smith (Chair)
- Jim Kennelly (Faculty Representative)
- Greg Pfitzer (Faculty Representative)
- Rachel Roe-Dale (Faculty Representative)
- Paty Rubio (Associate Dean of the Faculty)
- Bill Tomlinson (Director, Sponsored Research)

1. Announcements:

The Chair announced that letters had been sent to Moseley nominees

The Chair discussed the status of letters and emails sent to emeriti regarding requests for Emeritus Faculty Development Funds.

The Chair announced that letters to year-sabbatical and enhanced sabbatical recipients (with proviso: “pending approval by BOT”) have been sent.

2. The minutes of the October 28, 2014 meeting were approved.

3. Old Business: N/A

4. New Business:

The Committee discussed various budget items for the 2015-2016 academic year related to: 1) Sabbatical Enhancements, 2) Summer Collaborative Research Grants, 3) Travel to Read Funds, and 4) Faculty Development Research Grants. There was agreement that modest increases should be sought in those categories of funding that directly impact faculty development, especially the first, third and fourth initiatives.

The Committee discussed the candidacies of nominees for the Distinguished Faculty Service Award. A selection was made. If it is in accordance with standard practice--the Chair will check on this--a letter will go out to the award recipient in the near future, and an announcement will be made on the floor of the December faculty meeting.

5. The meeting adjourned at 5:00.

Respectfully submitted,  
Greg Pfitzer

## **DRAFT OF FDC BUDGET REQUEST LETTER 2012**

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**To:** Beau Breslin, Interim Dean of the Faculty  
Paty Rubio, Associate Dean of the Faculty

**From:** The Faculty Development Committee  
Mao Chen  
Alice Dean, 2012-2013 chair  
James Kennelly  
Flagg Taylor

**Date:** 15 November 2011

**Subject:** **Faculty Development New Initiatives for FY 2013/2014 and beyond**

Last year the FDC asked in its budget initiatives request that two programs receive increased funding: the Full-year 60% Sabbatical Enhancement Program and the Travel to Read and Represent program. This year's FDC believes that these are still the two programs most in need of increased funding, and we believe that the amounts requested last year are still reasonable, so our request is the same as it was last year.

1. **Full-year 60% sabbatical enhancement program: FDC requests that the budget line for this program be increased by \$20,000.**

**Rationale:** This program was established in FY 2010-2011 to help make it financially possible for more faculty members to take a full-year sabbatical, giving them maximum time to focus on projects involving research and pedagogy. Skidmore prides itself, and rightly so, on having a faculty of teacher/scholar/citizens. We all know how difficult it is to make real progress in our scholarship while at the same time devoting the time required for excellence in teaching and involvement in service. The full-year sabbatical is an opportunity to engage (or re-engage) fully in one's scholarship, but for many faculty members the financial burden of living on a half-salary for a year makes this impossible. Living on a 60% salary is still difficult, but for many faculty members it may make the difference that permits them to choose a full-year sabbatical. This is in keeping with the 2009-2010 Strategic Action Agenda stated goal of "increas(ing) support for research and creative activity throughout faculty careers."

During the first year of this program, the budget permitted FDC to make four awards, and last year the additional funding permitted FDC to make five awards. In neither year did the budget line permit us to fund all requests for the 60% enhancement. If we receive our request of \$20,000 additional funding, it will permit us to increase the number of awards granted. It is difficult to say exactly how many additional awards it will fund, since the award is based on percentage of salary, but given the data from the last two years, we'd expect to have a sufficient budget to fund at least six, and perhaps more requests for the 60% enhancement.

The time afforded by a full-year sabbatical for a focus on scholarship is of great benefit to both the junior faculty member trying to achieve tenure and the senior faculty member trying to deepen current scholarship and explore new areas. We believe that increasing the budget line for the 60% sabbatical enhancement program will support the institution's goals of having a vibrant faculty of successful teacher/scholar/citizens.

**2. Travel to read and represent: FDC requests that the budget line for this program be increased by \$20,000.**

**Rationale:** One of the primary ways in which faculty engage with the community of scholars in their field, sharing their own work and learning about the work of others, is to attend conferences in their areas of specialty. In addition faculty members attend pedagogical conferences to share their innovations in teaching and learn new techniques from their colleagues at other institutions. Conferences also provide opportunities for networking, and they advertise our excellent faculty and educational program to the broader academic community.

Travel to read and represent is specifically excluded from consideration for Faculty Development Grants, and so faculty members rely primarily on funding from the Travel to Read and Represent program. The maximum grant in this program is \$1250, which is what it has been since FY 2008-2009. While this is an important source of funding, it generally does come close to covering faculty expenses for conference fees, transportation, hotel, and food costs, even for a single conference. All of these costs have increased in recent years. Adding an additional \$20,000 to this budget line

would permit the maximum grant amount to be raised from \$1250 to \$1350. This is a very modest increase, but even a small increase like this one may permit a faculty member to attend a conference that otherwise would be financially infeasible.

Just as sabbatical time is critical to faculty for focusing on their work without the responsibilities of teaching and service, so is travel to conferences to present papers, attend talks, and meet and work with colleagues from other institutions. Although the additional funding requested would make a small difference in the maximum amount available to each faculty member, it would be an incremental step that we hope would be repeated in subsequent years, and it would be another way for the institution to demonstrate its continuing support for faculty scholarship.

In summary, FDC has requested modest increases to two budget lines, each of which supports faculty scholarship in different but equally important ways. The 60% sabbatical enhancement program helps faculty extend the amount of sabbatical time they have to devote to scholarship without the additional responsibilities of teaching and service. The Travel to Read and Represent program provides faculty with limited funding to help them attend professional conferences, present papers, and meet with and learn from colleagues in their area of scholarship. We propose these two initiatives with equal emphasis, since they provide complementary avenues for the institution to show its commitment to faculty development and teacher/scholar model.

## PAST FACULTY COMMENCEMENT SPEAKERS

1988 John Brennan  
1989 Ronald J. Fiscus  
1990 Colleen Burke  
1991 Ronald Seyb  
1992 Jacqueline Azzarto  
1993 Gregory M. Pfitzer  
1994 Robert Mahoney  
1995 Sarah Goodwin  
1996 Thomas Davis  
1997 John Conway  
1998 Patricia Ferraioli  
1999 Thomas Lewis  
2000 John Brueggeman  
2001 Flip Phillips  
2002 John Anzalone  
2003 Sheldon Solomon  
2004 Beau Breslin  
2005 Tadahisa Kuroda  
2006 Carolyn Forche-Mattison  
2007 Linda Hall  
2008 Barbara Black  
2009 Gautam Dasgupta  
2010 Winston Grady-Willis  
2011 Erica Bastress Dukehart  
2012 Grace Burton  
2013 Beck Krefting  
2014 Peter McCarthy

Email from Paty 11/13/14

### Faculty Nominations

- \* Ron Seyb (6 nominations)
- \* Sheldon Solomon (6 nominations)
- \* Erica Bastress-Dukehart (4 nominations)
- \* Bernie Possidente (3 nominations)
- \* Bob Turner (3 nominations)
- \* Grace Burton (2 nominations)

- \* Beau Breslin (2 nominations)
- \* Linda Hall (2 nominations)
- \* Mehmet Odekon (2 nominations)
- \* Barbara Black (2 nominations)
- \* Paul Arciero
- \* Michael Arnush
- \* John Brueggemann
- \* Carolyn Chernoff
- \* Caroline D'Abate
- \* Nurcan Atalan-Helicke
- \* Gautam Dasgupta
- \* David Domozych
- \* Hugh Foley
- \* Kristie Ford
- \* Bina Gogineni
- \* Deb Hall
- \* Heather Hurst
- \* Rebecca Krefting
- \* Richard Lindeman
- \* Tillman Nechtman
- \* Mary Odekon
- \* Pat Oles
- \* Bernard Possidente
- \* Pushkala Prasad
- \* Lawrence Reed
- \* Rik Scarce
- \* Casey Schofield
- \* Kimberly Tauches