Committee name: Professional Development Committee

Committee charge: The Committee reviews and evaluates professional development grant proposals submitted by the faculty, develops procedures and guidelines to evaluate these grants, and assesses the effectiveness of the program.

Committee members:

- David McClendon, ASC (chair)
- Cecil Queen, EHS (secretary)
- Larry Bajor, BUS
- David Bright, Senate rep
- Leonard Johnson, AA (ex-oficio)
- Paul Klatt, at-large

- Gerry Lucas, CET
- Dejah Rubel, L/C
- Lisa Salvati, PHR
- Jennifer Schad, OPT
- Emily Zyla, CHP

Most recent meeting: Thursday, April 5, 2018

Next scheduled meeting: Thursday, October 4, 2018

Committee Actions in 2017-18: During the 2017-18 academic year, the Professional Development committee met three times: in October, in November, and in April. At each of these meetings, the Committee reviewed professional development grant proposals submitted by the faculty. Overall, the Committee reviewed a total of 10 applications from 11 different faculty members representing 5 different colleges. Of these applications, the Committee voted that 7 be funded in their entirety, 2 be partially funded and 1 not be funded. The total amount awarded during our three meetings was $27623.97, broken down by award cycle as follows:

Cycle	Number of Proposals Received	Total Amount Requested	Number of Proposals Funded	Total Amount Awarded
Third cycle of 2016-17 (Sept. 2017 deadline)	2	$5000.00	2	$3500.00
First cycle of 2017-18 (Nov. 2017 deadline)	3	$14601.62	3	$14514.62
Second cycle of 2017-18 (April 2018 deadline)	5	$22323.16	4	$9609.35
Academic year 2017-18	**10**	**$41924.78**	**9**	**$27623.97**

In addition to reviewing grant proposals, the Committee also reviewed some of the procedures and guidelines associated to these grants. In past years, we had received worthy proposals from non tenure-track faculty which, under rules established by the Senate, were not eligible for consideration for funding. At our October meeting, the Committee discussed whether or not to recommend to the Senate the possibility of non tenure-track faculty being made eligible for Professional Development grant funding. We considered two possible recommendations:

1. Treating proposals from non tenure-track faculty the same as proposals from tenure-track faculty;

2. Accepting proposals from non tenure-track faculty, but giving explicit priority to tenure-track faculty.

Ultimately, we decided against making either of these recommendations: as to the first possible recommendation, we do not believe the Professional Development grant program is sufficiently funded to be able to support all worthy applications from both tenure-track and non tenure-track faculty, and want to make sure as many proposals from tenure-track faculty are supported as possible. As to the second, because of the existence of multiple grant cycles within an academic year, we had concerns that funding a proposal from a non tenure-track faculty member in an early cycle might not leave enough money in a later cycle to support a proposal from a tenure-track faculty member, defeating the purpose of prioritizing tenure-track faculty.

Recommendations to the Senate: At our April meeting, we reviewed the mission of the Committee and discussed the content of its web page. We recommend no changes to our mission nor any changes to the rubric under which professional development grants are evaluated, but we have an informal recommendation regarding the types of proposals we encourage. Item 3 on our current committee web page currently reads:

"Develop disciplinary skills or strategies to enhance faculty/student collaborations."

We recommend that this sentence be rephrased to read

"Develop skills relevant to one's field and/or strategies to enhance faculty-student collaborations."

Some committee members felt that the phrase "disciplinary skills" could be misconstrued as "development of one's self-discipline", particularly by faculty members in units like FLITE that may not think of themselves as studying a particular discipline.

Submitted by: David McClendon

Date: April 10, 2018