**CLAS Faculty Development Committee**

**2013-2014 Annual Report**

**Membership:**

Rachel Anderson Esther Billings Shannon Biros Caitlin Horrocks

Ronald Loeffler James McNair David Stark

Heather Van Wormer (chair) Michael Henshaw (fall) Margaret Dietrich (winter)

**Ex Officio:** Shaily Menon

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 November for review of CLAS sabbaticals.

**Teaching:**

 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 Margaret Dietrich (chair), Jennifer Gross, and Andrew Spear (all past winners of the award) and two 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:**

 During the month of October, the FDC reviewed the nominations from CLAS for the Center for Scholarly and Creative Excellence research awards (Distinguished Early-Career Scholar Award and Distinguished Undergraduate Mentoring Award). Participation in this awards program has grown since its inception, but was down this year—we even had one award, with no nominations. The committee would like to encourage the college to submit more candidates since CLAS can submit up to seven names in each category to the final review process by CSCE.

**Sabbaticals:**

 The sabbatical is a time of scholarly renewal which is a privilege valued by the academic community. In 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 who are in the process of proposing a sabbatical.

 During the summer and fall of 2013, five potential sabbatical proposals were sent to the committee for a pre-read (a service offered to all CLAS faculty). These proposals were distributed to committee members who provided comments and suggestions to the proposer.

 Two times each year, the FDC hosts a sabbatical proposal development forum: one in the fall and again in the winter semester. These forums are to provide general information about the proposal process and expectations as well as an opportunity to speak with committee members and representatives from IRB about developing your sabbatical idea into a successful proposal. The first workshop was held Sept. 26, with 15-20 faculty members in attendance. Feedback on this service has been uniformly positive.

 The month of November was devoted to review of sabbatical proposals. Of the 131 sabbatical eligible faculty in CLAS, 55 submitted proposals and there was one delayed proposal from the year before. A subcommittee 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. The overall quality of the proposals was high. At the end of the process, CLAS supported 93% of the sabbatical proposals submitted for the year.

 As many of you know, this year because there was a possibility that not all recommended sabbaticals would be funded, the Provost called for a university-wide review of sabbatical proposals to be done by the Research and Development Committee. After this review, the R&D agreed with all of the FDC’s recommendations.

 During the winter semester the FDC worked with R&D and CPCs from other colleges to draft an improved process for the university-wide sabbatical review and to update all the supporting documents. This process was passed on March 28 by ECS and UAS pending some small revisions. These changes include:

-- a new timeline with faculty submissions due by September 1 with all decisions made by Dec. 1

-- a clear appeals process

-- the creation of a University Sabbatical Review Committee comprised of members of R&D and a representative from each of the college review committees

-- clear objectives and criteria

 There will be two winter university-wide sabbatical fora: April 8, 9-10:30am in 109D DEV and April 10, 3:30-5PM in LIB 030. All faculty members eligible for sabbatical are encouraged to attend.

 In addition this summer the FDC will be offering a workshop for CLAS faculty writing sabbatical proposals for fall submission. The date of this workshop will be announced soon, and if the demand is high enough we will offer more than one.