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Faculty Development Committee meeting minutes

Friday, October 21, 2011 at 8:00 a.m. in the McGinnis Room of the Briggs Library

Present: Gordon McIntosh (chair), William Straub, Farah Gilanshah, Zac Van Cleve

Not present: Siobhan Bremer, Judy Korn, Allison Wolf

Guest: Roger Wareham, Director Campus/College Level, UMM Academic Administration (office: UMM Grants Dev)

Gordon asked any comments on minutes of seven of October. Since there were no comments, by consensus the committee accepted the minutes. William suggested sending the minutes to Jayne Blodgett. Then, she will post it on UMM digital well.

Next, Gordon introduced Roger to give us information on research funding and release time. Then, Gordon said that last time we had this assignment of fairly informal short survey. A number of people sent him responses. Most of them were emailed to him. Judy received 1 response from education, 3 were from Social Sciences, 5 from Humanities, 4 from Sciences and Math, and 2 were from P and A. He roughly tallied people's responses. He found in his rough categories-this is in sort of rank order- first, second, third, and fourth:

First, time came out nine times that is of 15 responses out of 20 people's survey, single semester leaves came out once, and travel support came out twice.

Second, time came out once, Single semester leaves came out 4 times, and travel support came out five times

Third, time came out once, Single semester leaves came out once, summer support came out three times, and travel support came out twice

Fourth, time came out once, summer support came out once, and travel support came out four times.

Other things mentioned were: Student support, decreasing advising, service leaves, decreasing service, summer work spaces, less faculty load, partial leave, allow more time

William commented that in chronicle higher education 20 or 19th edition there is an article that stated fewer and fewer faculties are getting release time.

Then, Gordon asked Roger to tell us how we can accomplish these things?

Roger gave us a brief background on the issues that impacted Dean's and his office. He said that Tim Mulcahy, vice president for Research visited our campus, last year in April. Since 2005, he has given us money to support the Faculty Research Enhancement Funds or FREF as we call it. This money has in a lot of ways really helped enable research on our campus. Mulcahy started with \$50,000 a year for the first two years, then he moved up to \$75,000 a year and for the last two years, he has given us \$100,000 a year. We have been able to give many grants to faculty members to support different aspects of their research. One of them has been travel. We have worked very tirelessly to keep looking at the guidelines

for the Faculty Research Enhancement Funds to make it as easy as possible for faculty members to take advantage of it. We do have three categories: 1) travel differential category, any faculty member who is doing any travel what so ever related to research can apply for \$300 up to three times a year. This year was given to 50 faculty members. 2) \$1000 for project support, 3) \$5,000 for larger project and that will given only once a year.

Tim was pleased how we used FREF. This year and next, he is going to give us \$125,000. In 2013, this money will go done after that.

There was an open session with faculty members during Tim's visit. And it was asked about FREF and it was asked faculty members what other needs could help support their research? Pieranna Gravano and Jennifer Dean said that they really need time. There is a huge service expectation here and high teaching load as well. Tim said if you can bring me a proposal for pilot program, then, I will commit \$25,000 a year for the next two years and you can try out something surrounding time.

Gordon asked Roger to give us a vision for an equitable program that provides release time for faculty for \$25,000 a year?

Roger could not come up with concrete answer. As released time, Roger mentioned that some disciplines are larger than others. Released time may help larger discipline, but not the smaller discipline. He mentioned that we are not going to be able ever to create an egalitarian program is going to make everybody happy. Kristin Kearns worked on the paper called "Buying time, white paper" (Please see attachment). The question is how can money buy faculty members extra time?

Then, Roger asked what the ideas of our committee are? William responded full bright scholars can be an option.

Roger suggested a hybrid program. That is \$25,000 breaks up into four times \$6,250. With the current grid for adjunct replacements, if we pay replacement cost we could probably get someone to cover one four credit course release for about that much money. Also \$6250 breaks up into with salary and fringe benefits, a summer grant of about \$5200.

Another suggestion was a hybrid program. Call it "Support for faculty research". Faculty can apply for either course release or summer salary. For course release, it needs to be approved by discipline and chair. And arrangements need to be in place. Or summer salary for two \$2600.

William suggested faculty does not get released time but faculty teach a course that meets only few times during term. Faculty work on his/her research in this class and students become support team. In this way students learn research, get credits, and Faculty buy time. For the course is about his/her research.

Zac suggested having staff for advising students who are undecided. In this way, it will buy faculty more time.

Roger said it is good to present multi-ideas. But we still need to think about how this \$25,000 is going to be used for this idea. This is something that we need to be prepared for it when we are going to give our proposal to Mulcahy. How the \$25000 is going to be used for these ideas?

Gordon said that he will write up something along the lines of hybrid plan that Roger suggested and he will email it to committee members in the next two weeks. Then, we discuss it. If it is approved, we will send it to Dean.

Meetings adjourned at 8:55 a.m.

Meeting minutes respectfully submitted by Farah Gilanshah