

MSU M Faculty Development Committee
Meeting Minutes
Friday, September 12, 2009, ML 2042
(Approved October 10, 2008)

Attending: Annelies Hagemeister, Marlene Tappe, Lynne Weber, Marshel Rossow, Tom Brown, Paul Brennan, Holly Breikreutz; Stewart Ross.

A. Announcements and Quick items:

1. Welcome/Introductions to new member Holly Breikreutz from College of Education
2. We discussed and set a tentative date for Spring Tenure & Promotion Workshop for Friday, February 20, 2009 from 1-4pm as we did last year. Annelies noted that she had checked some campus calendars and that this does not conflict with the Pan-African Conference or other currently known events.
3. Marlene Tappe agreed to represent the committee at the FA Exec meeting Th. Sept. 18, at 3pm
4. Stewart Ross came and discussed the vast array of CETL teaching/learning communities as well as the new staff available for faculty development in this area. He has proposed that the FDC become the “official” advisory group to CETL moving forward. He noted that many other schools that have a center such as this have a faculty advisor group and he would like the FDC to have a more involved role in this regard. We agreed to continue this discussion and find ways to create that open dialogue.
5. Other announcements:
 - a. Paul B. brought up the consideration of needing to find ways to assist those faculty in various divisions of the University, esp. student affairs and sports and recreation, who are on faculty appointments, but don't have the same kind of role as teaching faculty. This issue has been raised especially by faculty in the counseling center and coaches, but may apply to others. The work of these faculty don't fit well with the PDP/PDR and T&P processes, yet they are reviewed under the IFO contract guidelines. Marlene Tappe agreed to have some conversations to learn more about what may be needed. It was suggested that it may be a good topic for a break-out at the Tenure and Promotion Seminar in the spring. It was also noted that the Library has faculty in this position who may be able to help.

B. Longer discussion items:

1. We had a discussion about the annual summer Presidential Faculty Teaching Scholar Grants. Committee members were apprised of the dates for this process this fall.
 - a. Dates – NOTE Cheryl Temple will circulate a call for faculty to apply. But, we need to update and post changes ASAP if we plan to make it. Annelies will communicate with Cheryl on this.
 - b. Other parts of the timeline:
 - i. Oct. 17, 2008: Deadline for applications to AA office
 - ii. Oct. 20-24: Distribution to faculty/admin for review

- iii. Oct. 27-Nov. 14: Committee members review and have Sub-Meet/Confer with admin members
- iv. Nov. 21 (absolute final date for committee recommendations; ideally we should have recommendations in earlier, even by Nov. 14)
- c. Eligibility Guideline issues: The committee reviewed and discussed some of the guidelines that were raised as concern last year. We will take our recommendations to the Deans on this committee as soon as possible, ideally next week.
 - i. One item of discussion is the restriction that the award "...may not be used adjacent to any sabbatical leave..." This issue came up last year with regard to an applicant who was planning overseas travel and wanted to be able to use it next to a sabbatical leave. We have decided that there are good reasons for this restriction and don't wish to pursue it further.
 - ii. Another two items are restrictions of the award that ask the faculty to a) "...identify a consecutive 8-week period..." and b) "...may not be engaged in or accept any other salary from MSU or any other funding source." This discussion related to the need to consider the award in the current context of the University with respect to summer teaching. The faculty on the committee discussed that the context has changed, but the award guidelines have not. Many departments are offering more summer classes and in some programs it is nearly an expectation that faculty teach. Also, given that the compensation for the award has not changed in over 5 years, a faculty now can make more money teaching a 3-credit class than having the scholarship. Further, we feel that faculty who do teach up to 3-credits in the summer would still have time to carry out a project at the same time. And, finally, faculty who teach even 1-2 credits stretched over 10-weeks of the summer or gain other compensation for department administrative or development work would be excluded under the current guidelines. Thus, the faculty committee proposes these two restrictions be lifted and that faculty applying for this award a) identify a 8-week period, but that it need not be consecutive and b) they be allowed to teach up to 3-credits in the summer they receive the award. Hagemeister will bring this to the Admin reps for a meeting.
 - iii. We discussed the scoring rubric for the Teaching Scholars proposals. We agree that we need to spread the awards around among people who have not had the opportunity. But it's our experience that having 2 points out of 29 points (7 % of total possible score) awarded to those who have not been awarded was too much. We propose a change in the scoring/eligibility that a) a faculty member may not apply for these funds if they've had the award in the past 3 years, b) those who have received it previously more than 3 years ago would be awarded only 1 pt, and c) a faculty member who has never received the award will receive 2 pts. Hagemeister will bring this to the Admin reps for a meeting.

- d. We discussed requesting a change in the amounts of the award from \$6000 to \$7000 per award. The \$6000 amount has been the same for last several years. Hagemeister will bring this to the Admin reps for a meeting.
- e. Last we discussed a bit about recruitment of applicants and spreading the award around. We want to do a better job monitoring the number of applicants and awards from each college. This will help us to determine which colleges' faculty may need more encouragement to take advantage of this award. Hagemeister noted that over the past 3 years there have been 31 awards given. Arts and Humanities received 48 percent of those awards, followed by SBS at 23%, and SET at 19%. The other three colleges and library combined have received less than 10% of the awards. Rossow raised the point that there is a lot of encouragement in A&H to apply for the awards. But, it may also be that other faculty are not apply for other reasons such as the restrictions discussed earlier. We will continue to explore this.

Regular Meetings this Semester are 2nd Friday of the Month, 12-1pm, on Oct. 10 and Nov. 14
The committee will meet additional dates/times for Meet and Confer with Admin, especially between Oct. 27 & Nov. 14 to discuss the Teaching Scholar proposals.

Meeting adjourned at 1:20pm

Minutes submitted by A. Hagemeister, 9/18/08

Minutes approved unanimously 10/10/08 - AKH