

Recommendations Regarding Faculty Development Funds

Having been asked by the Provost to develop a set of guidelines for distributing funds that had been set aside by his office for faculty development, the Faculty Senate Welfare Committee conducted an online survey of the faculty regarding the best use of these funds. The survey was very successful, garnering almost 200 voluntary responses from the faculty. The following recommendations are based, principally, on the results of this survey. *[For a copy of the survey and/or the results from this survey, please contact Garrett Yoder at 2-1527 or garrett.yoder@eku.edu]*

1. *Faculty development funds should primarily be used to support participation in professional conferences, seminars, workshops or other venues of scholarly or creative activity.*

Based on the number of responses in these categories, the survey results indicate that conference participation would be the most appropriate use of these funds. National meetings were widely recognized as having the highest priority followed by international meetings, then regional and finally local meetings. As we expected, faculty indicated that financial support for attending local and regional meetings should be lower than for national and international meetings, since those meetings are of lower priority and the cost of attending those meetings is usually considerably less. Respondents also indicated that financial support for international meetings should be at the same level as that offered for national meetings; since the international meetings are generally more costly, however, providing the same level of support as a national meeting would be a smaller percentage of the overall cost.

Priority was also clearly given to those who are actively involved in the conference, presenting a paper or other result of scholarly or creative activity, leading a workshop or seminar, or presiding over a presentation section. Support for a participating individual is expected to be at a higher level than for an individual who has indicated they will just be attending.

The actual dollar amounts depend on a variety of factors, including funds available, number of requests for funds and economic factors, such as the price of airline tickets and/or gasoline. However, the table below offers an example of how amounts might be awarded:

Meeting Type	Participating individual	Attendance Only
National	\$500	\$300
International	\$500	\$300
Regional	\$300	\$150
Local	\$200	\$100

Other factors such as the overall prestige of the meeting or the perceived development value it will have for the individual, may affect award amount as well. An example for the latter case might be attendance at an intensive workshop, where participation and attendance are intertwined, which would have more value than indicated on the above table.

2. *Faculty development funds should also be used to support a variety of other activities that are designed to enhance an individual faculty member's knowledge or skill that is critical to the performance of the individual in their job, particularly in regard to teaching.*

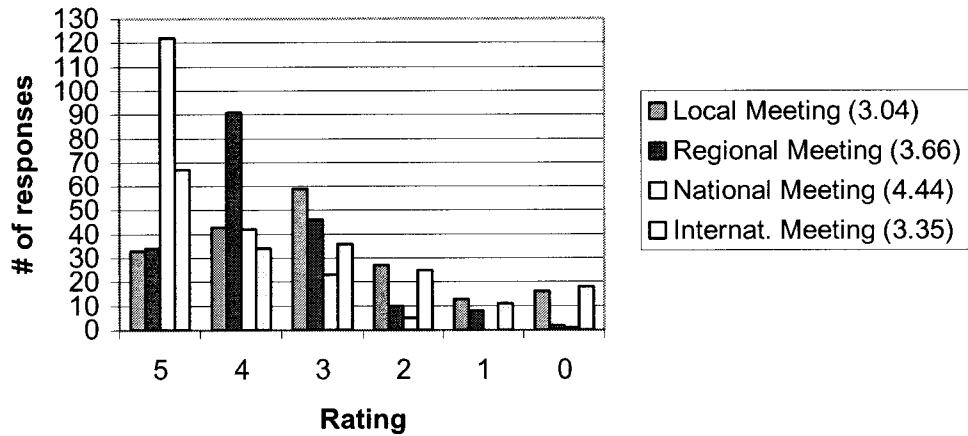
The surveys clearly show that providing support for faculty to attend and participate in meetings should not be the sole focus of faculty development funds. Many of the faculty who completed the survey suggested a broad range of activities that they felt should be supported by these faculty development funds. Activities that deserve to be considered for support would include, but not be limited to:

- a) Bringing in a recognized expert to campus for faculty development for a department or college.
- b) Workshops organized by faculty on campus to enhance teaching within their discipline.
- c) Faculty training in technology.

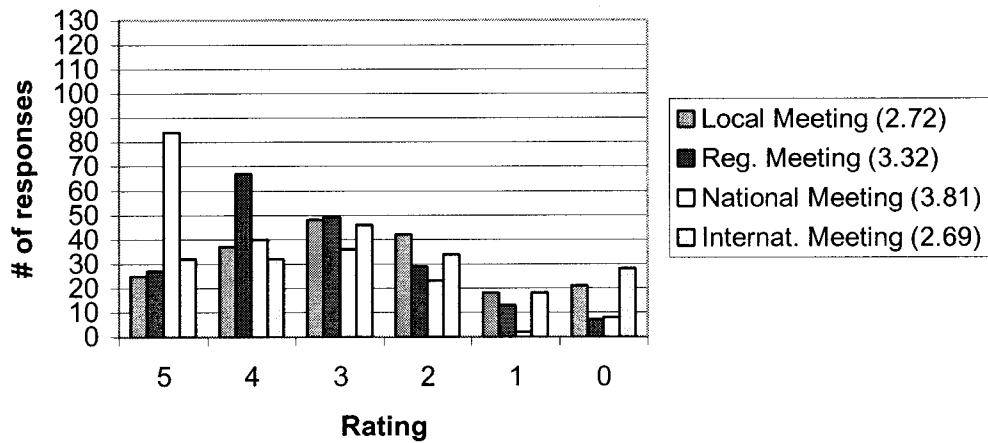
3. *The University should seek to provide further sources of research support, apart from the Provost's funds, and then aggressively advertise criteria for earning that support.*

Faculty indicated they would like support for projects that are worthy of funding, but are not activities that generally would be considered "faculty development." Many respondents wrote that they would like increased funding for their various forms of research activities: traveling to do research, publication fees, release time for research, sabbaticals, etc. Others requested funds there were comments on purchasing supplies, such as computer software and PDAs. Better publicity of these sources and of available external funding sources may help faculty find support from other more appropriate sources. Finally, our surveys indicated that faculty would like to see funds earmarked for student research and student-faculty collaborative projects.

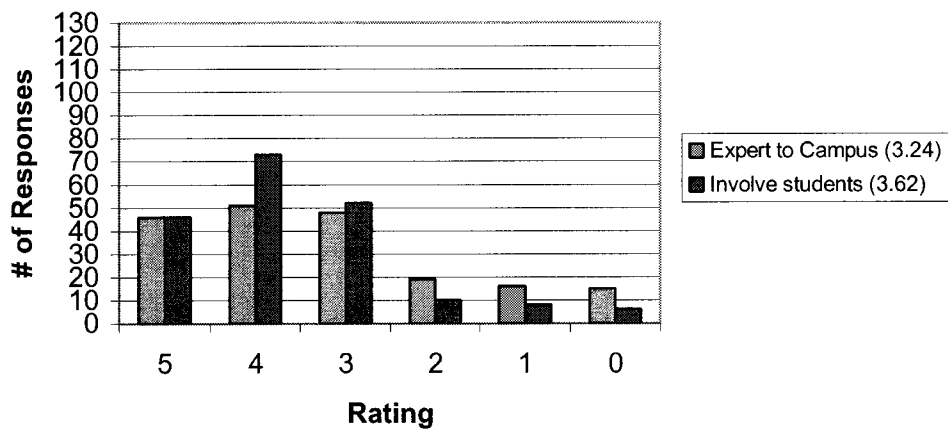
Presentation at Meetings



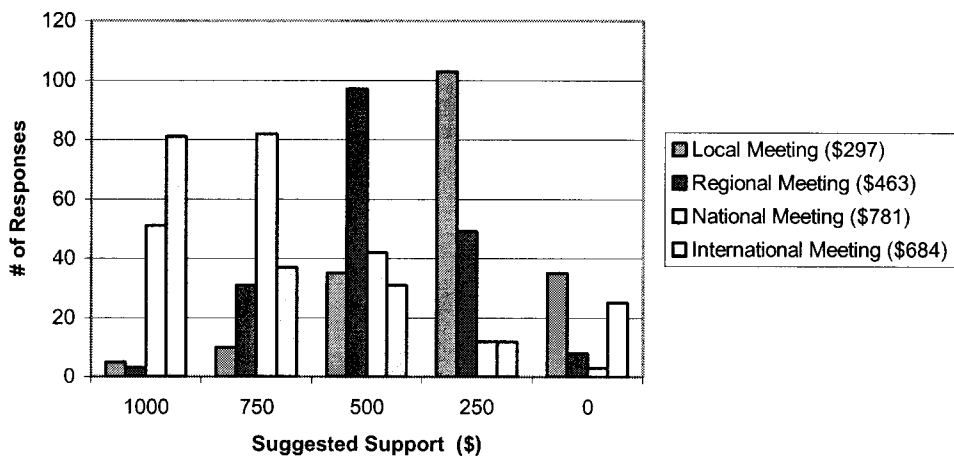
Attendance at Meeting



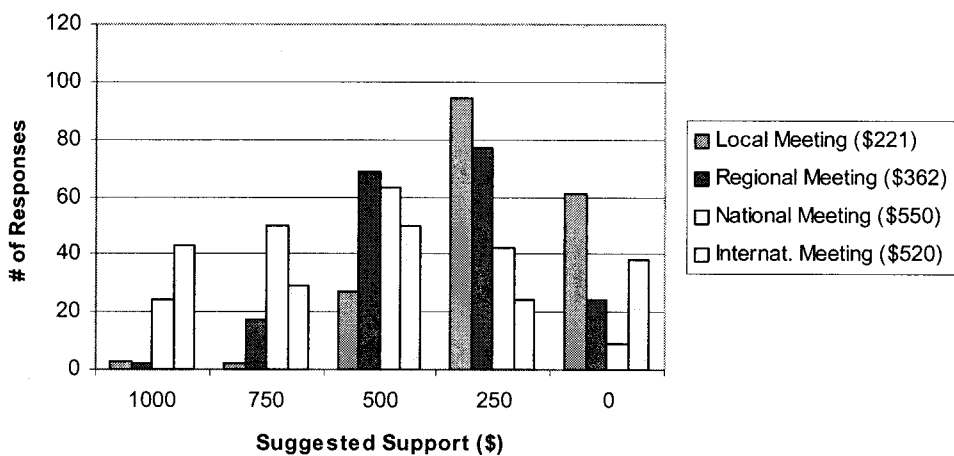
Other Activities



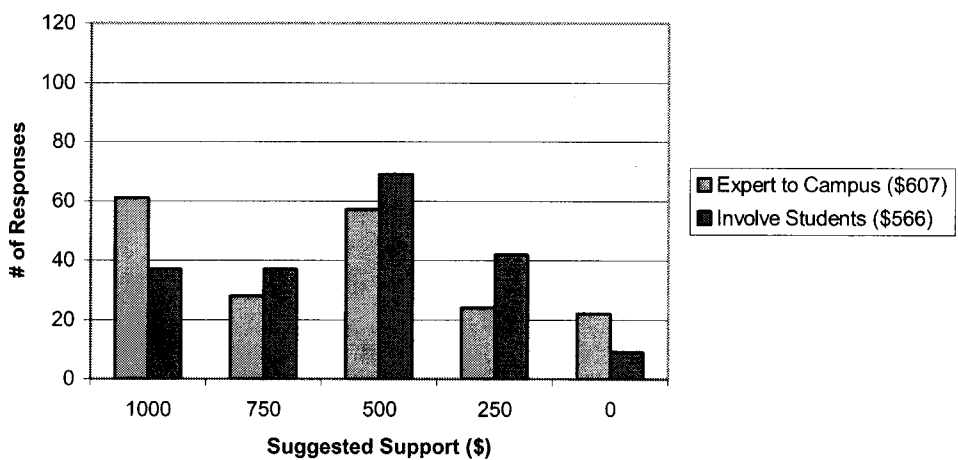
Presentation at Meetings



Attendance at Meetings



Other activities



Other Suggested Activities 5	With Q5	Rating Q5a	And Suggested Support 6	Q6	Q6a
Memberships to professional societies	5	750			
Computer training off-campus	5	750	Post-doctoral coursework off-campus	5	1000
			Funds for a faculty member who would like to travel to do research		
Faculty research outside of the state or university	4	1000	Faculty research instate	3	750
workshops organized by faculty on campus	5	500			
Reestablishing library funding	4	1000	Departmental teleconferences with recognized experts		250
supporting research time	5	1000			
technical support for scholarly activities	5	750	release time for scholarly efforts of full grad faculty	5	1000
Research	5	750	Assist with publishing	5	500
Workshops that enhance teaching in one's speciality	5	1000	Continuing education in teaching areas not research areas	5	1000
			Secondments to coropoirations for projects, either local and regional within a reduced teaching load in academic term or national/international instead of teaching at ECU for a term	4	1000
Funding sabbaticals so that faculty can actually plan for them	5	1000			
Activities that enhance student learning through research	5	500	being an elected officer in a state, regional or national organization	5	500
Software Training Workshops	5	1000			
As "seed money" for research	5	1000			
learning communities	5	1000			
research funds	4	500			
teaching abroad in faculty member's field of specialization	5	1000			
facilitate faculty-student collaborative projects	4	1000			
Help with research & grant proposal development	4	1000	Help with developing consulting opportunities, in order to supplement third rate professional salaries.	5	1000
	4	250		4	250
individual training directly related to professional activites	5	750	research participation at the national or international level	5	500
Matching funds for external grants	5	1000	Release time to pursue research activities, particularly w/ students	5	1000
Professional dues	4	750	Continuing Professional Education		750
Discussant	4	250	Session Chair	4	250
Recruitment/marketing of EELI and ECU to attract Intensive English Program students hoping to enter ECU for a variety of majors	5	1000			
Federal intrusion into k-12 education	5				
Attending workshops	4	750			
professional certifications that enhance content area	4	500			
electronic scolarly works	4	250			
Increase funding for the campus Teaching and Learning Center	5	1000			

		250			250
Collaboration with state and federal agencies (KPHA & CDC)	5				500
		750			750
Grants to support faculty research	4	1000			
release time	5	1000	technology supplies	5	1000
Management Tools such as Software, PDAs, Laptops	4	750			
sabbaticals (both short term and semester-long) for scholarly work	5	1000			
Faculty Learning communities	4				
			attendance and fees for national certification exams. usually exams are held at national or regional conferences. fees to sit for exam are hundreds of dollars.		
	5	500		4	250
Faculty participation in Learning Communities	3	250			
Lectures	5	0			
Collaboration with colleagues in other states	3	500			
Travel for research	5	750	Publication expenses		500
presentations by student-faculty teams	5	1000			
publication of scholarly or creative works	5	1000			
Performance in the arts	4	250	Creative works in literature, drama & the arts	4	250

OtherComments

As a university development staff member at weku I have used money twice to attend conferences out of the state and the information that I brought back has raised more money for the station in the long run benefitting the university financially

Thanks for asking....

Many times we are asked to teach outside our PhD topics. Workshops in our teaching areas brings the expertise to the students. These workshops can be quite expensive because of their specialized nature. These should be given priority over scholarly activi

I am on a national list serv for all undergraduate social work programs and recently saw results of a survey asking for faculty development amounts awarded annually. They ranged from 250-1500, EKU's being one of the smallest. Our reaccreditation site te

Sabbaticals are difficult if not impossible to get, funding for research infrastructure (graduate students, access to comppputerized databases and research journals, monies for conference presentations, etc.) is not regionally competitive. Given library an

I feel that attendance at international events will do little for the reputation of the University or to support student research. If the faculty are at that level of scholarship then their will be outside funds to provide support.

I firmly believe the pursuit of scholarly activities (esp. original research) should be a high priority for any college professor and it should be supported financially by the administration. If funding is unavailable for travel to conferences, etc., the

Expertise of EKU faculty can only be recognized through participation at seminars that reach not only state, but also regional and national level. Have been really impressed with the quality of our faculty and ability to convey material.

A critical investment in professional development is the mentoring and assistance of faculty through the external grant-writing and administration processes

Since funds are so limited, I think the better distribution would to fairly divide the money among the colleges, and allow the faculty to compete against colleagues within their own disciplines for a share of the funds.

why ask- we've never gotten much of anything anyway

Please note the name change: Department of Art & Design

Because the teaching load is so heavy in a number of departments, more sabbatical time is needed for scholarly work, which by its very nature helps improve our teaching.

thanks for taking the time to put this together.

I have comments for many of my answers above:

#1. It is much more important for the University to support people that actually give presentations, rather than those who merely attend conferences. Regional venues may require overnight stay but are withi

Presentations by faculty and/or faculty-student teams that bring recognition to the university should have priority whenever possible.

We should maximize the scope of such funds by limiting the amounts for individuals to increase the number of faculty involved.