

College Faculty Welfare Committee

Minutes

March 17, 2017

11:00 – 12:00 pm

Wardlaw 009 [Basement Conference Room]

Present: Stephen, Eva, Tammie, Katie, Dean Pedersen, Gloria (came in after her EC meeting), and Susan (through audio conference)

Discussion about PDF Reviews

Stephen initiated the discussion about a major concern the committee had when reviewing the recent PDF proposals. Some proposals included funding requests such as international conference travel or research material purchase, and tried to align these requests with the general purpose of PDF. Such requests were not fulfilled yet these proposals were supported partially for the PD related requests.

Dean Pedersen's thoughts about PDF

- PDF is faculty and staff governed or controlled money (\$100,000/year?).
- FWC should decide or find the best way utilizing this fund.
- Committee can define PD broadly for individual proposals but as we move to large group proposals the definition of PD should be narrowed down.
- PDF should not be perceived as another pool of travel money.
- Training on software, process, skill or content is fine. However, no funding for graduate student to do some work while the professor goes to the training.
- Provide examples (e.g., things to fund or not fund) with the application guidelines.
- Partially fund proposals if possible. Establish some guidelines for things that do not belong to PD category.
- PDF – Individual Proposal
 - Training at a conference is fine as long as there is a rationale behind it. If the training is 2 days but the person who request the fund wants to stay 3-4 days, that is fine to fund. But, if it is like a week or so, then the FWC should decide whether or not to fund.
 - Consider accepting applications on an ongoing basis. Sometimes we don't really know when opportunities come up.

International Travel Support

- Eva wanted to discuss about international travel. International recognition is required to be promoted as a full professor in her department. If the proposal has an international travel component, what do we do? Do we just direct it to the dean's office?

What Activities Count as Professional Development

- Several years ago Susan turn down a position to serve as the chair on a national organization because her department chair did not provide funding for additional travels that she would have to make. Can this be considered as PD?
- Dean supports the following PD activities:
 - **Training** to develop knowledge and skills in on something
 - **Travel.** Each department has travel funds for faculty and staff. Do you consider investing in supplemental funding for travel?
 - **Serving** on boards, serving as president or president-elect in an organization, journal editors
 - Dean is fine how we use this money but caution us to set some parameters to prevent cross-bleeding. Someone may judge the quality of an organization. Think about these issues.

Ways to Achieve the Intended Capacity of FWC

- Susan pointed out that because of the number of competitions, the committee cannot really focus on the faculty welfare part.
- Dean suggests:
 - Consider establishing sub-committees. May be research grants should be moved under the Associate Dean for Research. Note: The search for Associate Dean for Research was closed and will be reopened.
 - If FWC thinks that PDFs are not really the business of this committee, the committee should give him some recommendations so that he can find a better fit for PDFs.
 - Is there better way to reorganize these reviews? Discuss about this as a committee.

Program A - Proposal Reviews

- Eliza's Proposal
 - There were some issues with the clarity of the proposal.
 - FWC decided to suggest for "revise and submit".
 - Gloria will contact Eliza, and CC Susan in her email, to let Eliza how she should resubmit her proposal. Susan will send the rubrics to Gloria.
- Ismahan's Proposal
 - Decision was "revise and submit".

Before our meeting on April 21, 2017

- Stephen will send the emails to those who received funding to let them know that FWC will not ask for presentations during the award ceremony but they will need to submit a report.

The meeting was adjourned at 12:15 pm.

Minutes respectfully submitted by Fatih Ari.