

**Academic Affairs
Provost Enhancement Request
For Program Support**

Cover Sheet

1. Unit(s) Submitting Request

Provost Office

2. Priority Number of Request

3. Short Title of the Proposed Initiative

The Faculty Excellence Initiative

4. Project Funding

a. Enhancement Dollars requested, including year of funding for multi-year projects:

FY09 -- \$79,750; FY10 -- \$79,750; FY11 -- \$79,750

b. Additional funds to support the project (in kind)

None

5. Contact Information

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The Faculty Excellence Initiative FY07 Annual Report and FY08 Goals

Overview

The Faculty Excellence Initiative is intended to be a coordinated and holistic faculty development effort at the University level. The purposes are to:

Goals for FY 09

- (1) Coordinate the various development activities already under way on campus;
- (2) Demonstrate to faculty and others that such activities are valued by the university community;
- (3) Signal an expectation to faculty that such activities must be part of their ongoing growth as faculty and as individuals; and
- (4) Express significant administrative support for development of faculty as professionals and as individuals;
- (5) Enhance faculty retention
- (6) Communicate expectations for faculty success in tenure and promotion processes; and
- (7) Enhance the campus culture of supporting faculty activities and careers.

The following represents two efforts: First, to catalog and list existing programs and efforts on campus that fit within the “faculty development” category; and second, to list some potential ideas that might augment and develop a more comprehensive and coordinated approach.

Accomplishments for FY09

1. Continued development of the “Faculty Leadership Initiative Team” of faculty representing all colleges, CTLT, SoTL, RSP, and Academic Affairs, which will provide overall advice and coordination for the Faculty Excellence Initiative. The Team has been meeting regularly to inventory existing faculty development programs across campus and to develop strategies for creating a coordinated faculty development program. A secondary purpose is to create faculty buy-in through involvement and communication.
2. Continued creation of an overall University presence and shell/outline of development activities on which individual colleges and departments can create a more specific superstructure.
3. Continued development of a website presence to bring all developmental activities together in place, including college and departmental activities, with a master schedule and links to requirements, applications, etc.
4. Sponsored a series of small faculty development grants to facilitate travel and registration for development activities during FY09.

5. Announced the availability of Faculty Professional Development Fellowship Grants for the Summer of 2009. Up to five grants of up to \$5000 will be given to faculty for the creation of a project for the creation of a specific project for enhancement of development of faculty talents, skills, or knowledge related to publication, exhibit, performance or instruction of Illinois State University faculty.

Goals for FY10

Goals for the coming year include:

1. Continuation of the Faculty Excellence Initiative Team with the intention of (a) making the Team a permanent and institutionalized part of Illinois State University culture; (b) developing rotating or elected faculty leadership of the Team.
2. Finalizing the inventory of faculty development activities across campus and creating a website matrix of current activities which will form the foundation upon which individual colleges and departments add current activities, with links to requirements, applications, dates, reminders, etc.
3. Sponsor at least one additional speaker on campus for faculty development purposes.
4. Sponsor five Faculty Development Fellowship Grants for the summer of 2009.
5. Sponsor a limited number of 1-2 course release time grants for faculty for professional development purposes.
6. Sponsor a limited number of travel/workshop grants for travel and registration fees for faculty to attend conferences for faculty development purposes. These grants may stand alone or be available in conjunction with 5., above.
7. Sponsor a number campus-oriented workshops or panel discussions on issues related to professional development. Examples might include "How to Survive the Tenure Process," "How to Turn Your Dissertation Into a Book," or "ABCs of Getting an Article Published." Most would be panel discussions with ISU faculty and/or administrators, including some question and answer/reception periods.
8. Assist CTLT in the development of an appropriate mentorship system for new faculty.
9. Work with Departments/Schools and Colleges to assure that those presenting or directing development activities be given adequate service credit in the annual evaluation process, and that those taking advantage of development opportunities be given adequate and appropriate credit in the annual evaluation process.

IV. Program Enhancement Requests

V. Position Requests

None

VI. Facilities Requests

None

Budget and Budget Justification

Expenditure	FY10		FY11		FY12	
	Funds Requested	Other funds	Funds Requested	Other funds	Funds Requested	Other funds
Personnel	\$61,250		61250		61250	
Equipment						
Instructional Materials						
Library Materials						
Contractual Services	11,000		11,000		11,000	
Other Operating Funds	7500		7500		7500	
Total	\$79,750		\$79,750		\$79,750	

Speaker Fees and Expenses	\$8000
5 Faculty Development Fellowship Grants	\$25,000
10 1 course release time grants @ \$2850	\$36,250
5 Travel Workshop Grants @\$1500	7,500
Miscellaneous food, coffee, room rentals	<u>3,000</u>
Total	\$79,750

