

## CAS Faculty Development Spring Report - 2018

Since the Fall Assembly, the Faculty Development Committee has met 6 times. The main aim of the meetings was to try to determine how to distribute funds for the CAS internal awards. We did not receive the budget until the beginning of the spring semester of 2018. The budget severely limits the amount of resources we can distribute: essentially \$40 for faculty if we divide the total amount of \$24000 by the approximate number of faculty in CAS.

Given the limited amount of resources the committee decided to restrict the distribution of funding only to travel awards related to active participation to conferences. The committee recognizes the importance and necessity to fund of both seed projects and travel not related to conferences but the distribution of funding is limited by the total amount available and a further division of the funding will lead to trivial grants that will not provide any payback to the college.

In an early meeting, the committee recognized the importance of returning to two application cycles, one during the Spring semester and one during the Fall semester, especially to support international presentations and research. In consultation with the Associate Dean for research Dr. Larsen, we decided to split the total amount in two fund pools, saving half of the total amount for use during the Fall semester. The deadline for application to the first fund pool was in March 2018 for travel occurring between March and early September. The deadline for application to the second fund pool will be in August for travels between September 2018 and March 2019. The spring deadline was initially set for the beginning of March, but due to logistical problems, we delayed the deadline for the application to the end of the month delaying the full process of awards distribution.

The first fund pool is \$12,000; we received more than 50 requests exceeding \$65,000. The large number of applications significantly delayed our process of evaluation and the awardees have still not been notified. We are currently discussing if, in the case the funding does not increase, we will need to further limit the eligibility for the award applications in order to expedite the process.

The members of the committee do think that the current amount of funding does not allow for faculty development. The fact that we received \$65,000 in requests, by ~50 faculty —approximately 10% of CAS faculty— shows that by the division of the funding for faculty development when we have only each award may be limited to only few hundreds dollar to a very small fraction of these applications, clearly reflecting an insufficient the level of investment on the faculty development.

The limited amount of funding available for the CAS Faculty Development Committee is very frustrating. We have been wondering what is the real role of our committee if we have so little funds to distribute to research active faculty. The frustration of the committee members and the sense that the committee is not

empowered to improve faculty development is reflected in poor attendance. The size of the committee makes it very difficult the schedule meetings. Many of the discussions have been performed over email and the application evaluations will have to be completed by subcommittees.