

Franklin College of Arts and Sciences
Competitive Faculty Development Assignments

Application Deadline for 2008-2009: February 29, 2008

- Tenured faculty in the Franklin College whose appointment has lasted at least 12 full semesters (excluding summers) may apply for a faculty development assignment (FDA). A faculty development assignment is not an entitlement. A request for such an assignment requires a demonstrated plan to pursue scholarly efforts, plus a strong record of scholarship. FDAs will be awarded on a competitive basis to faculty who are active, productive scholars who propose a research plan they will pursue while on assignment. Scholarship and research include creative work and scholarship of teaching.
- A faculty member who has received an FDA will be eligible for another such assignment after an additional 12 semesters of service (excluding summers).
- The Dean's Office will announce prior to the beginning of the competition how many FDAs are available within the College.
- All departments will submit to the Dean a one-page plan describing how their faculty apply and are recommended for FDA. The Dean or a designate will review the plans and approve them or return them for revision. Departments may revise their plans and submit them for review at any time.
- By a set deadline, and using the selection plan described above, departments will submit to the dean in electronic form (Word or PDF) a list of faculty recommended for a development assignment for the next academic year. The list may include up to 10% of eligible faculty. Faculty recommended should come from both eligible ranks. A one-page FDA proposal and vita should accompany the list for each recommended faculty member. Recommendations should comply with the University nondiscrimination policy. The Dean or a designate will review the lists, discuss any issues with the department head, and announce the names of faculty chosen. Limited availability of FDAs may mean that some recommended faculty are not chosen. Faculty not chosen may reapply the following year.
- A one-semester FDA will be at full-pay; a two-semester FDA will be at half-pay. Faculty who choose a two-semester assignment must explore with the Employee Benefits Office the effect of a planned FDA at half-pay on insurance, retirement, and other benefits.
- Faculty who take a semester-long FDA at full pay will be released from half their courses.
- While on FDA faculty may remain in residence or be elsewhere. To be off campus, faculty must apply for reassignment of location or leave of absence in accordance with College and University policy.

- Faculty may receive income from a grant or fellowship or from other services (such as work with a research team or as a visiting professor at another university) during the period of the two-semester FDA as long as the total pay received does not exceed the faculty member's assigned salary for the FDA year, and as long as the requirements of the grant or fellowship do not interfere with the proposed research program.
- Leaves taken for medical or family reasons do not affect eligibility for FDA.
- Faculty on development assignment remain responsible for directing graduate student work but may choose to be relieved of other departmental and university responsibilities. Faculty on FDA retain voting rights.
- Salary savings produced by FDAs will return to the College to help pay for the program and for replacement teaching.
- Faculty may not bank development assignments. Faculty unable to take an FDA in the year approved must reapply in the next or a subsequent year.
- Faculty approved for FDA must agree to continue teaching for the University for at least four consecutive semesters after the FDA is over. A faculty member who does not return must reimburse the University for compensation received from, and any other expenses paid by, the University during the leave.

After the development assignment ends, faculty will within thirty days present a written report to the department head and dean describing work completed during the assignment term. They will also in the year following present a paper or lead a seminar on their work in a public event. Faculty who do not meet these requirements will forfeit eligibility for a later FDA.

Implementation statement: Departments will decide how to implement the FDA policy in its early years. Assuming that departments will want to avoid a situation in which all eligible faculty apply in the first year, we recommend consideration of one or more of the following strategies:

1. A lottery to determine the group of faculty eligible to apply in the first year.
2. A rotation, based on year of appointment or last promotion. For example, faculty six years beyond promotion would be in the first cohort. Faculty five years beyond promotion would be in the second cohort, and so on.
3. A limitation of the first eligible group of applicants to faculty who are three or more years beyond promotion and tenure.