Faculty Improvement Leave Process Prep Workshop

2019-2020 application year for FIL awarded in AY 2020-2021
Overview of today’s workshop

- Application procedures, criteria, and processes.
- Previous proposals: applications/feedback.
- Your proposal.
CBA 2019: Article 22

- Section 2: Purposes.
- Section 4: Eligibility.
- Section 5: Application Contents.
- Section 6: Selection for Faculty Improvement Leaves.
Section 2: Purposes

“Faculty Improvement Leaves are for the professional development of a Bargaining Unit Faculty Member through scholarly/creative activity, advanced study beyond the terminal degree, or through another learning experience capable of widening and enlarging the BUFM’s professional capabilities. FILs also improve the University’s programs by increasing the expertise of its faculty in meeting its academic goals.”
CBA 2019: Article 22: Section 4

4.1. Any BUFM may apply for an FIL during the seventh academic year of service (or later) at BGSU. The leave occurs in the eighth year or later.

4.2. A BUFM who is granted an FIL shall return to BGSU for a period of at least one academic year of service after the leave or reimburse the University for all salary and benefits paid during that leave.

4.3. After returning from an FIL, a BUFM shall serve at least seven more academic years at BGSU before taking another FIL. However, the leave request may be initiated during the seventh year.
Section 5: Application Contents (1/2)

- 2020-2021 Application Form.
- Proposal narrative (no more than 1000 words)
  - Includes: description, procedures, timetable.
  - Explanation of how the leave “shall enhance the BUFM’s professional capabilities and career trajectory in teaching/librarian effectiveness, scholarly/creative activity, and/or service in alignment with the BUFM's assigned duties/allocation of effort/assigned workload” (22.5.1.2.2).
- Explanation of “how the outcomes of the FIL shall strengthen the academic program of the University in alignment with current strategic priorities” (22.5.1.2.3).
- Plan for format/content of post-FIL report.
Section 5: Application Contents (2/2)

- Current CV.
- Statement from Chair/Director “indicating knowledge of the application” (22.5.1.2.6).
- “A letter from a colleague or Chair/Director or other evidence that speaks to the professional development merits to be derived from the activities completed during the FIL may be attached, if the applicant desires” (22.5.1.2.7).
CBA 2019: Article 22: Section 6

Section 6: Selection for Faculty Improvement Leave (1/2)

• Faculty Development Committee (FDC) reviews and forwards recommendations to Provost.
• Criteria used (22.6.2): “nature and merit of proposal”; “potential near-term and long-term benefits to the BUFM and to the University”; due consideration to those proposals with “prior arrangements” (funding in hand/existing agreements); tie-breaker between proposals of equal merit goes to the BUFM with longest service without leave; effectiveness of the writing in the proposal.
Section 6: Selection for Faculty Improvement Leave (2/2)

- Provost reviews and recommends based on feasibility, “sufficient merit and potential benefits” (22.6.3.1).
- If staffing needs render the leave infeasible, Provost “shall attempt to arrange a leave” the following AY (22.6.3.2).
Previous proposals

- Amy Robinson (World Literatures and Languages) and Kim Rogers (Mathematics and Statistics).

- Please look carefully at the application criteria and your group’s proposal: What is most effective about the proposal?
Feedback on previous proposals
Your proposal

• Please take 10-15 minutes to respond to the questions on the prompt.

• Discussion?
Questions, more information

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