Faculty Improvement Leave (FIL) – Overview of the Process – as of July 2020

FIL Deadlines – per the Evergeen Calendar

- Candidate Submits Application via Faculty 180 – Monday, October 5, 2020
- Department/School Recommendation to Chair/Director – October 15, 2020
- Chair/Director Recommendation to Dean – November 1, 2020
- Dean Recommendation to Provost – December 15, 2020
- Provost Notification to Candidate and Deans – January 31, 2021
- Candidate Submits Signed FIL Agreement – February 15, 2021

Overview of the new Process

- Applications and review forms will be uploaded into Faculty 180. An FIL Application Materials section has been added to the Activities section of Faculty 180.
- Applicants will submit FIL Application Materials as one PDF document: the FIL application background information form, a proposal narrative, a current curriculum vitae, a brief statement from the Chair/Director indicating knowledge of the FIL, and if the applicant desires, a letter (or other evidence) from a colleague or Chair/Director that speaks to the professional development merits to be derived from the FIL activities.
- Academic units may provide an independent review of FIL applications and submit, via Faculty 180, a review form, an evaluation feedback form and a formative feedback form for each application. This decision should be made by the unit in September; contact an Associate Dean for more information.
- Chairs/Directors will provide an independent review of FIL applications and submit, via Faculty 180, a review form, an evaluation feedback form and a formative feedback form for each application.
- Deans will provide an independent review of FIL applications and submit, via Faculty 180, a review form, an evaluation feedback form and a formative feedback form for each application.
- The Provost will consider all recommendations/advice received when making the final decision on the approval of FIL applications

Background Information

- The Labor-Management Committee (LMC) reviewed the December 13, 2019 non-binding recommendation by the Joint Faculty Improvement Leave Process Committee per Article 22, Section 9 of the Collective Bargaining Agreement.
- One of the recommendations was to “explore the alignment of BGSU’s current FIL evaluation process with those found at other collectively bargained state universities in Ohio. Specifically, the alignment would provide an advisory evaluation role for the applicant’s academic unit faculty and department chair/school director, which is currently absent.”
- The LMC was asked to provide recommendations on this alignment to Provost and Senior Vice President Whitehead and BGSU-FA President David Jackson. The recommendations were approved in July 2020.