

## Faculty Development White Paper – Dec 2009

Working definition of Faculty Development: Everything we need to do to craft our careers and be effective teacher/scholars at Southern Utah University (SUU).

In order for SUU to achieve its strategic vision the quality of its faculty is certainly a key component. To that end, it would seem apparent that support for faculty development will be an important initiative at SUU.

### What SUU Does Well

Provide financial support to faculty members who conduct research and present papers at conferences.

- Provost Faculty Development Grant fund: **Fiscal Year 2008-09 \$151,799; 2009-10 \$110,000 (27.5% Reduction).**

### What SUU Does “Somewhat” Well

- One award for Outstanding Scholar annually **(\$1,500)**
- One award for Outstanding Educator annually **(\$ 1,500)**
- Three awards for Distinguished Educators annually **(\$750 each)**

### What SUU Does Not Do Very Well

- No institutional support for teaching development
- No funding for attending conferences for purposes of enrichment
- No Center for Teaching and Learning
- No Faculty Development Office
- No formal mentoring program for incoming faculty

### What SUU Could Do Better

Establish more institutional support for teaching and faculty development:

- Creation of a Center for Teaching and Learning and Reinstatement of the Faculty Development Center – important purposes of these would be to conduct need assessment for faculty development, raise awareness of faculty development information and options, and administer programs. **(Cost Estimate: \$100,000 annually assuming one FTE employee, materials and overhead.)**
- Provide support to faculty who want to increase their knowledge base and circle of professional contacts by attendance at professional meetings – (attending conferences for enrichment purposes) – **(Cost Estimate: \$30,000 annually based on previous applications).** Would also require development of criteria and systems to evaluate value of proposals. Decentralization of the decision making process.
- More incentives for faculty development: monetary and non-monetary; competitive salary structure that reflects national norms; more performance based reward system. **(Cost Estimate: \$3.7 million to bring us up to 100% of CUPA - \$15,700 per faculty member)**