

SRAP - Faculty Development Summary

Because the Faculty Life Committee has expertise in faculty development and allocates funds in support of it, the SRAP Steering Committee agreed that the Provost should work directly with the committee in lieu of a SRAP TAG Team. She did so in the first weeks of the fall semester, following up on 2017/18 discussions with the committee.

St. Olaf provides over \$3,000,000 annually on a variety of programs and offerings that support faculty development generally (this amount does not include funds expended within departments and curricular programs), either directly in the form of the IPAT, Professional Development Grants, workshops, and sabbaticals, etc. or indirectly in the form of faculty and staff positions focused fully on development-related activities such as in the Center for Innovation in the Liberal arts (CILA) and Government, Foundations, and Corporate Relations (GFCR).

Provost Marci Sortor asked the Faculty Life Committee to review the major areas of development spending, including those not within its purview, to advise on whether these are being used to greatest effect, and on how reductions could be realized while minimizing any negative impact.

The FLC, in four separate discussions in 2017/18 and the fall of 2018 advised against changes that might have a deleterious effect on the student learning environment (such as not replacing faculty members on sabbaticals), and placed a priority on maintaining sabbaticals in their current form. The committee also advised maintaining the 20% salary grant for those with year-long sabbaticals and has formed a sub-committee to consider the advisability of changing the criteria for the grant, perhaps linked to the post-tenure review, so as to continue to advance the competitiveness of the faculty in external grant-seeking and to continue to improve the quality of sabbatical proposals.

The committee endorsed the following recommendations:

- **Recognize a number of changes that were implemented in 2017/18 or already in 2018/19 as on-going reductions:**
 - Deletion of the Academic Innovation Fund*
 - 2017/18 reduction in Professional Development Grant (PDG) funding, bringing it to a little over the level of actual spending (in normal years, the Provost's office plans and manages this budget).
- **Delete the 2-course release grants that are under the Provost's control;** redirect the endowment funds supporting one of these to other faculty development opportunities consistent with the spirit of the endowment.
- **Add the Nygaard endowment revenue to the PDG funding for appropriate projects** (50% of the revenue is designated for faculty development, 50% to opportunities for students).
- **Convene a sub-committee to consider ways to enhance the strategic benefit of the 20% salary grant.** This work is on-going. It is not expected that any changes would diminish spending.

The recommended actions will result in a savings of about \$100,000 (3% of the overall general development budget). Net reduction in the PDG budget—not counting the added capacity provided by additional PDG funds from the IFC, which will flow through the FLC—will be \$13,500. The Provost may consult with the FLC as to strategies to find further savings from this budget.

* The Course FTE Awards for Innovation and Exploration are a different development opportunity. There is no recommendation to delete this program.