

FACULTY DEVELOPMENT PROGRAMS

General Principles

Department and Faculty Assistance. The University of Iowa's Faculty Development Programs depend on faculty cooperation, program planning, and judicious use of limited funds. Departments and faculty should recognize developmental activities as a normal part of a productive faculty member's academic work that enhance instructional and general academic effectiveness. Faculty development activities presume a commitment on the part of all faculty and departments to coordinate their instructional, departmental, and developmental activities to optimize the allocation of departmental and university resources.

Preservation of Instructional Programs. To endure, a system of developmental activities must preserve and enhance the integrity and strength of instructional programs at both the undergraduate and graduate level. Ensuring that students' needs are met fully and that their programs of study are not diminished, obstructed, or delayed is a primary objective and responsibility of faculty and departments. Faculty developmental activities, if planned appropriately, assist rather than conflict with this objective.

Eligible Participants. All regular faculty (i.e., tenure- or clinical-track assistant, associate, and full professors with part- or full-time appointments) are eligible to participate in the University's development programs. Special eligibility requirements associated with the individual programs are described with each program. If there is a question about eligibility, faculty are encouraged to seek clarification from the Office of the Provost.

Required Approvals. Applications for all Faculty Development Programs require departmental executive officers' (DEOs)¹ and deans' signatures. These signatures certify that (1) the applicant meets the requirements for the given program, (2) the proposal merits support, (3) acceptance of the award in an individual case will not impair the instructional activities of the department, (4) the proposal is consonant with the University's strategic plan, and (5) the application follows the requested format.

Merit Considerations. All faculty development programs are competitive, with recipients chosen on the basis of the quality of their proposals. Because funds for faculty replacements and other needs related to the Faculty Development Programs are extremely limited, the determination of recipients is based strictly on considerations defined in terms of the applicant's achievements and the potential promise of any proposed activity as judged by specially appointed advisory committees. Purely mechanical considerations such as faculty rank, length of service, and number of publications will not be used to define merit. When merit considerations yield more potential recipients for an award than is feasible, the degree to which the project furthers the strategic plan of the University (e.g., increasing interdisciplinary interaction) and considerations to distribute awards across colleges, departments, and programs will be primary in determining the final selection of candidates.

General Criteria for Evaluating Faculty Development Activities. Proposals for University-supported faculty development awards are evaluated by advisory committees appointed by the College or by the Provost. In every case, the evaluation focuses on the quality and potential of the proposal and on the past productivity and achievements of the applicant, taking into account both years of previous academic experience and practices characterizing the applicant's field of study. Proposals will be evaluated against

¹ For departmentalized colleges.

the criteria listed below; faculty are, therefore, encouraged to consider these criteria when developing proposals and preparing applications for developmental activities.

1. Scholarly, artistic, or clinical/technical merit of the activities proposed.
 - a. Value of the project, including its originality and potential contribution.
 - b. Adequacy and feasibility of the project in relation to the length of the developmental award period.
 - c. Clarity and completeness of the proposal, including readability and references to relevant scholarship.
 - d. Project's potential for contributing to the faculty member's professional development.
 - e. Potential for disseminating and/or applying anticipated achievements through publications, presentations, and development of curricular and instructional activities.
 - f. Likelihood the project will contribute to the quality of the University and to the implementation of departmental, collegiate, and University strategic plans.

2. Scholarly, artistic, or clinical productivity of the applicant.
 - a. Quality of professional products, in relation to field and years of academic service.
 - b. Quantity of professional products, in relation to field and years of academic service.
 - c. Consistency of professional productivity, in relation to years of academic service.
 - d. Quality and quantity of work supported by previous UI developmental awards.

3. Other academic achievements and contributions.
 - a. Awards, fellowships, grants, offices, and other honors earned.
 - b. Consultantships, editorial assignments, review assignments, and other invitations that imply peer recognition.
 - c. Conferences, displays, guest lectures, and other professional contributions.
 - d. Special assignments, offices, and services performed for The University of Iowa and other outside agencies and associations.

In evaluating proposals and applicants, evaluation committees and administrators also (1) consider the professional practices and traditions of each applicant's field, (2) treat applicants from fields with earlier or later promotion and tenure practices neither less nor more favorably than other faculty, and (3) recognize that the relative value of a smaller number of comprehensive and lengthy publications compared to a larger number of relatively brief, narrowly focused publications is a matter determined in part by the traditions of the field of study.

Components of Instruction. In evaluating proposals for improving instruction, the University recognizes the following as major components:

1. Instructional content, materials, and procedures.
2. Procedures for evaluating student learning.
3. Departmental support of and expressed need for curriculum development.
4. Relationship of courses currently or formerly taught and proposed project.

Announcements of Opportunities and Award Recipients. The Provost annually announces the developmental opportunities available to faculty along with the procedures and deadlines governing each such opportunity. These announcements are circulated to all faculty, DEOs, and deans and are published

in the *fyi*. Following the review and evaluation of proposals submitted for each developmental program, the Provost notifies recipients and forwards their names to the Board of Regents for approval.

Departmental Support for Faculty Development. In addition to the University-wide programs for faculty development, each department contributes to the professional development of its faculty. Departments budget funds to enhance faculty inquiry, instruction, and creative activity not associated with leaves of absence. Materials, supplies, clerical assistance, travel, and visiting lecturers are some of the ways departments provide developmental support to faculty.

Assistance in Obtaining Non-University Support. The Division of Sponsored Programs (<http://www.uiowa.edu/~vpr/research/dsp.htm>) provides a variety of facilities to aid faculty members in acquiring financial support from foundations, government agencies, and other non-University sources. That office provides consultative services, a resource library of information about research grants, and application forms for such grants.

Faculty are advised to seek assistance from their DEO and the Division of Sponsored Programs when preparing proposals and related budgets for non-University agencies. This consultation is necessary (1) to ensure that proposed costs are accurately determined and (2) to obtain required University approval before a proposal is submitted to an agency.

Career Development Awards

Nature and Purpose. The program of career development awards (formerly semester assignments) is the heart of the University's Faculty Development Program. This is a competitive program designed to encourage scientific inquiry, research, artistic creation, clinical/technical expertise, and innovation in teaching. Each career development award is expected to result in one or more products for dissemination through publication, exhibit, professional performance, or instruction. Faculty members may receive career development awards at regular intervals, provided their proposals are judged worthy of support. It is emphasized that career development awards are awarded in recognition of the faculty member's accomplishments and potential in teaching and research, creative, or clinical activity.

Career development awards are meant primarily to enhance the research and creative scholarship, art, clinical expertise, and instructional activity of faculty members. They also may be directed toward the development of proposals aimed at securing external grants for continued project work. When opportunity permits, career development awards may be combined with outside support so that an extended time period can be devoted to a project. With the approval of the Office of the Provost, colleges may enact college-specific policies to apply conditions and restrictions according to their specific needs and circumstances.

Leaves of absence in which the faculty member's salary and benefits are paid wholly or in large part by an external agency (e.g., by a Guggenheim Fellowship, as a Visiting Professor by another university, or by a granting agency) are not considered career development awards. If there is any uncertainty about whether an anticipated leave of absence may or may not fall under the guidelines of the career development award program, the faculty member should contact the Office of the Provost for guidance well in advance of the leave.

Faculty with 9-month appointments

Award Period. Career development awards for faculty with 9-month appointments normally support faculty development projects for one semester at full salary or two semesters at half salary. In exceptional circumstances, a two-semester career development award at full salary may be granted.

Eligibility for Initial Award. Full-time faculty members with 9-month appointments who have completed a minimum of 10 semesters of full-time academic service (excluding summer terms) are eligible for an initial one-semester career development award.

Part-time faculty with 9-month appointments become eligible for a career development award at the level of their appointment upon completion of a minimum of 10 semesters of part-time service. The career development award is then consistent with the percentage of the part-time appointment. For example, a 50% appointment for 10 semesters yields an equivalent one-semester award at 50%. As an option, part-time faculty are eligible for a "regular" career development award when their portions of service equal the minimum requirement for full-time service. For example, 20 semesters of half-time service satisfy the minimum for an initial career development award at equivalent full-time salary.

Eligibility for Subsequent Awards. Following a career development award, 9-month faculty members must complete 10 semesters of service (excluding summer terms) to become eligible for a subsequent award. Eligibility of part-time faculty members for subsequent awards is calculated on a prorated basis as described for initial awards. Subsequent career development awards presume that the faculty member was productive during the previous award period and the intervening years. In exceptional circumstances, a faculty member who has completed 20 semesters of service (excluding summer terms) may apply for a two-semester career development award.

Faculty with 12-month appointments

Award Period. Career development awards for faculty members with 12-month appointments support faculty development projects for up to 1 year.

Eligibility for Initial Award. Twelve-month faculty members who have completed a minimum of 4 years of full-time academic service or the equivalent (i.e., prorated for part-time faculty) are eligible for their first career development award of 4.5 months (i.e., one semester) in length. Alternatively, 12-month faculty members who have completed 8 or 11 years of full-time academic service or the equivalent (i.e., prorated for part-time faculty) are eligible for a career development award of 9 months (i.e., two semesters), or a full 12 months respectively.

Eligibility for Subsequent Awards. Following any career development award, full-time 12-month faculty members must complete a minimum of 4 years of service to become eligible for a subsequent semester-length award. Longer award periods have proportionally longer service requirements, following the eligibility requirements described for initial awards. Eligibility of part-time faculty members for subsequent awards is calculated on a prorated basis as described for initial awards. Subsequent career development awards presume that the faculty member was productive during the previous award period and the intervening years.

Application and Approval

1. Application. Application forms for career development awards with detailed instructions for completing the application can be obtained from the Provost's website:

<http://www.uiowa.edu/~provost/facdev>. Alternatively, a hard copy of the form and instructions may be obtained from the Office of the Provost, 111 JH, 335-0146.

2. Criteria. Applications will be evaluated against the General Criteria for Evaluating Faculty Development Activities listed under the General Principles section. Faculty should consult these criteria when preparing their applications.

3. Departmental and collegiate support and approval. Each application for a career development award must include: (a) a description provided by the DEO of how the academic unit will meet its instructional needs, including graduate student supervision, during the leave period and (b) DEOs' and deans' signatures to indicate that the applicant meets program eligibility requirements and that application follows the requested format. (Proposals that do not follow the requested format will be returned by the Provost. Application deadlines will not be extended to accommodate proposals that are returned.)

4. Selection. Following collegiate review and evaluation of applications, colleges will recommend career development award recipients to the Provost. Applicants will be notified by the Provost as to whether their proposal was approved.

Additional Provisions for Career Development Awards

1. Prior service. The Office of the Provost may count service at other colleges or universities toward the required years of initial service. Requests to count such service must be approved prior to application for a career development award.

2. Exceptions to service requirement. Minor exceptions (i.e., up to one semester) to the specified required periods of service may be made by the Office of the Provost: (1) to allow a faculty member to coordinate a career development award with grant activities supported by non-University agencies, (2) to accommodate instructional needs of a department, or (3) to allow for other special circumstances. All exceptions must be approved prior to application for the award.

3. Deferrals. A faculty member may request deferral of a career development awards to accommodate unanticipated circumstances, such as extended illness or acceptance of an administrative position in the University. Requests for deferral should be submitted to the Provost with letters from the (a) DEO certifying that the instructional activities and needs of the department will not be impaired by the deferral and (b) Dean, endorsing the request. If the original research proposal is not applicable when the award is actually taken (which is likely if the deferral is for longer than one year), the faculty member must submit a revised research plan before the actual award period, so that the award request and subsequent report, both of which the University must report to the Board of Regents, will be consistent.

4. Payback requirement. A faculty member who accepts a career development award must agree, in accordance with the Iowa Code, to return to regular duties at the University following the award period for a period of service at least twice the length of the award period (prorated for part-time faculty). For example, a 9-month faculty member who accepts a one-semester award must return to the University for two semesters of full-time teaching following the award period. Similarly, a 12-month faculty member who accepts a one-year award must return to the University for 2 years of full-time service. Summer session teaching by 9-month faculty is excluded from this payback service. Time on paid or unpaid leave from University duties by a faculty member does not count toward the service requirement for a subsequent award.

5. **Required report.** A report on the faculty development activity must be submitted to the Provost by each recipient within two months of the end of the award period. Instructions for completing this report, a Cover and Abstract Form and a sample report are available on the Provost's website:

<http://www.uiowa.edu/~provost/facdev>. Alternatively, a hard copy of the Instructions and Cover and Abstract Form only may be obtained from the Office of the Provost, 111 JH, 335-0146. The Cover and Abstract Form requires departmental executive officers' (DEOs)² and deans' signatures to certify that the applicant completed the reported activities and that the report follows the requested format.

The Office of the Provost uses these reports in preparing the annual summary of faculty development activities for the Board of Regents. Board support for the faculty development program is essential to its continuance, so timely submission of reports is critically important. Faculty members who fail to provide the required report will have lengthened service requirements for subsequent awards. Faculty members should keep a copy of the report for use with subsequent developmental applications that require information about University-supported activities.

6. **Interdisciplinary projects.** The University's "New Century Iowa" 2000-2005 strategic plan highlights interdisciplinary interaction as a core focus. In support of this goal, the Office of the Provost encourages applications that are interdisciplinary in nature, including submission of joint applications by eligible faculty members who wish to coordinate their career development awards to pursue an interdisciplinary project. As stated in the General Principles section, when merit considerations yield more potential recipients for an award than is feasible, priority will be given to projects that further the strategic plan of the University, including this goal of increasing interdisciplinary interaction. Faculty members may submit a single, joint application using the cover sheet specifically designed for this purpose (available on the Provost's website at <http://www.uiowa.edu/~provost/facdev>). Signatures of each faculty member's DEO and dean are required on this cover sheet. Supporting letters from the DEOs and/or deans may be a joint letter signed by the DEOs/deans, separate letters from each, or both (e.g., separate letters with the DEOs' description of how the academic unit will meet its instructional needs, including graduate student supervision, during the leave period, and a joint letter that provides an assessment of project quality and contribution to the University's strategic plan). Preparation of a joint application may require additional time to coordinate across departments and colleges, so interested faculty are encouraged to work well ahead of the specified deadlines.

7. **Funding.** Departments are rarely given supplemental funds to cover instructional needs created by faculty members' acceptance of a career development award. For example, a small department with relatively specialized instruction might receive such funding. This support would not exceed the amount needed to meet the minimum teaching requirements of the unit. Application for such support should be made by the department and endorsed by the dean at or before the time of application. The DEO and dean should make clear to the faculty member and to the Provost whether or not their endorsement of the application is contingent on receipt of supplementary funds.

Recipients of career development awards or their academic units normally meet project needs for equipment, facilities, research assistance, and travel in the same ways that these needs are met for other faculty work. However, special project-related needs occasionally may be satisfied through small amounts of supplemental funds provided by the Office of the Provost, if such needs are adequately justified in writing and presented with the application for a career development award. If requests exceed the small amount of available funding, project quality and the degree to which the project furthers the strategic plan of the University will be primary considerations in allocating funds.

Old Gold Summer Fellowships

² For departmentalized colleges.

Nature and Purpose. The Old Gold Summer Fellowship Program is a developmental program for faculty on nine-month appointments that provides recipients a stipend of one-ninth of their academic year salary for summer work on an approved developmental project. Fellowships may be awarded to support (1) research and creative activities and (2) instructional development activities. Each summer fellowship is expected to result in at least one project for publication, exhibit, performance, or instructional use.

Eligibility

1. Probationary tenure-track assistant and associate professors with nine-month appointments are eligible for Old Gold Summer Fellowships during the first 4 years of their appointment at The University of Iowa.
2. To receive a summer fellowship, a faculty member must submit an acceptable proposal, showing a commitment to a clearly defined developmental activity (excluding completion of work toward degrees). Colleges may establish additional guidelines for proposals.
3. Recipients of summer fellowships must commit themselves to a minimum of one summer month of full-time work on their projects. The recipient may teach or hold a grant for a second summer month salary. Under no circumstances may an Old Gold recipient receive more than two-ninths summer support. Payment of Old Gold Summer Fellowships is made in the fiscal year of application regardless of when the fellowship activity is performed.

Application and Selection

1. Colleges, following whatever written procedures they deem most appropriate, may grant all new probationary faculty members on nine-month appointments an Old Gold Summer Fellowship if they present a satisfactory proposal for teaching and/or research development. These Fellowships will be funded by the Office of the Provost, and are to be taken during the first three years in rank.
2. A second Old Gold Summer Fellowship may be available to a limited number of probationary faculty on a competitive basis dependent on available funds. Each application for a second Old Gold Summer Fellowship must include an assessment of its quality by the DEO and/or dean. Following review and evaluation, colleges will provide the Provost with a rank-ordering of second Old Gold Summer Fellowship applications. The Office of the Provost will make the final selection and fund these Fellowships. When all proposals that merit support cannot be funded, the equitable distribution of fellowships across colleges and departments will be considered in making final selections. The second Old Gold Summer Fellowship must be taken during the first 4 years in rank.
3. Proposals for Old Gold Summer Fellowships involving research and creative projects are evaluated against the General Criteria for Evaluating Faculty Development Activities listed in the General Principles. Applicants should consult the criteria when preparing their applications.
4. Proposals for Old Gold Summer Fellowships involving curriculum development are evaluated against the following criteria:

Proposed Instructional Activities

- * Clarity and completeness of proposal.
- * Value of proposal, including its creativity and potential contribution.
- * Feasibility of project in relationship to fellowship period.

- * Plan and procedure for evaluating curricular value of project.
- * Project justification for summer fellowship funding.
- * Evidence of colleague and departmental support for project.

Previous Instructional Contribution of Applicant

- * Quantity of past instructional experience.
- * Expertise of applicant in relationship to project.
- * Evidence of satisfactory student/colleague evaluation of the applicant's previous instruction.

These criteria should be considered when preparing such an application.

Additional Provisions for Summer Fellowships

1. Curriculum development. Curriculum development activities supported by these fellowships are those requiring (1) an unusual amount of time, (2) the cooperation of faculty from two or more departments, (3) the expertise and commitment of faculty members not available for such activity during the regular semester, or (4) rapid, concentrated developmental activity requested and endorsed by departmental faculty. Instructional development activities proposed for summer fellowships must promise major curricular improvements. Summer fellowships are not intended to support routine curricular activities, which are a continuing responsibility and normal expectation of all faculty.

2. Payback requirement. Any faculty member who accepts an Old Gold Summer Fellowship must agree to return to regular duties at the University for the following fall semester.

3. Funding. Recipients of summer fellowships or their academic units normally meet project needs for equipment, facilities, research assistance, and travel in the same ways that these needs are met for regular faculty work. However, special project-related needs occasionally may be satisfied through small amounts of supplemental funds provided by the Office of the Provost, if such needs are adequately justified in writing and presented with the application.

Faculty Scholar Awards

Nature and Purpose. The University of Iowa's program of Faculty Scholar awards gives leading scholars the opportunity for creative work of the highest quality. Faculty Scholar awards are meant to provide faculty of great promise with opportunities for extended and concentrated work. Faculty Scholar applicants must be associate professors, or full professors within three years of their promotion to that rank.

Recipients of this award are released from half of the usual obligations of teaching, advising, administration, and service for three consecutive academic (i.e., 9-month) years. Typically, this award takes the form of a career development award for one semester (4.5 months) of each of three years. As long as applications are made in compliance with the regular review procedure and deadlines, faculty scholar awards may also be used to attract outstanding new faculty members to the University of Iowa.

Provided the quality of proposals warrants, an average of up to six new faculty scholar awards will be given each year. Thus, in any given year, the University expects to support about 18 faculty scholars.

Eligibility. Tenured faculty members at associate professor rank or within three years of promotion to full professor are eligible to participate in the faculty scholar program. For the initial award, there are no minimum time-in-rank or time-in-service restrictions. However, eligibility to apply for a subsequent award

(global scholar or career development award) requires that 9-month faculty members complete a minimum of 10 semesters of service (not including summers) and 12-month faculty members a minimum of 4 years of service after the end of the faculty scholar award.

Application and Selection

1. Application form. Application forms for faculty scholar awards with detailed instructions for completing the application can be obtained from the Provost's website: <http://www.uiowa.edu/~provost/facdev>. Alternatively, a hard copy of the application and instructions may be obtained from the Office of the Provost, 111 JH, 335-0146.
2. Criteria. Applications are evaluated against the General Criteria for Evaluating Faculty Development Activities listed under General Principles. Faculty members should consult these criteria when preparing applications.
3. Departmental and collegiate support. The DEO must submit a plan with each application for a faculty scholar award that describes how the academic unit will meet its instructional needs, including graduate student supervision, during the period of the faculty scholar's award. The DEO and/or dean also must submit a statement evaluating the quality of the proposal and detailing how the proposed project will contribute to the scholarship of the field, the quality of the department, and the strategic plans of the department, college, and University. DEOs' and dean's signatures also certify that the applicant meets program eligibility requirements and that application follows the requested format. (Proposals that do not follow the requested format will be returned by the Provost. Application deadlines will not be extended to accommodate proposals that are returned.)
4. Selection. Following the review and evaluation of applications by a committee of distinguished faculty, the Provost notifies each applicant as to whether her or his proposal was approved and forwards names of recipients to the Board of Regents for approval. If an application for a faculty scholar award is not approved, the Office of the Provost, upon request, will explain the reasons to the applicant, the DEO, and the relevant dean. For colleges with a large number of applications, a two-stage selection process (e.g., involving a collegiate pre-selection process) may be implemented with the approval of the Office of the Provost.

Additional Provisions for Faculty Scholar Awards

1. Extended leave without pay. A faculty member receiving a faculty scholar award may apply to couple the scholarship with one or more semesters of unpaid leave if, for example, the scholar receives supplemental funds from external sources.
2. Limitations. A faculty scholar will not normally be awarded any other developmental awards or fellowships during the three-year scholarship period, nor may the scholar hold an Old Gold Summer Fellowship immediately preceding the faculty scholar award.
3. Subsequent eligibility. The time comprising the faculty scholar award period is not counted toward the minimum years of service required for eligibility for a subsequent career development award.
4. Payback requirement. Any faculty member who accepts a faculty scholar award must agree, in accordance with the Iowa Code, to return to regular duties at the University following the award for a period of service at least twice the length of the award period. For a 9-month faculty member, therefore,

completion of a full three-year faculty scholar award implies that during the three years, the faculty scholar will have served one and one-half years [three semesters] of the time required by code and would, thereafter, have a minimum of one and one-half years [three semesters] subsequent required service. For a 12-month faculty member, completion of a full 3-year scholar award implies that during the 3 years, the faculty scholar will have served 19.5 months (each year counts as 11 months of service; 33 months - 4.5*3 months) of the time required by the code and would, thereafter, have a minimum of 7.5 months of subsequent required service.

5. Required report. A report on the faculty development activity must be submitted to the Provost by each recipient within two months following the completion of each portion of the faculty scholar award. Instructions for completing this report, a Cover and Abstract Form, and a sample report are available on the Provost's website: <http://www.uiowa.edu/~provost/facdev>. Alternatively, a hard copy of the Instructions and Cover and Abstract Form only may be obtained from the Office of the Provost, 111 JH, 335-0146.

The Office of the Provost uses these reports in preparing the annual summary of faculty development activities for the Board of Regents. Board support for the faculty development program is essential to its continuance, so timely submission of reports is critically important. Faculty members who fail to provide the required report will have lengthened service requirements for subsequent career development awards. Faculty members should keep a copy of the report for use with subsequent developmental applications that require information about University-supported activities.

6. Funding. Faculty scholars may apply to the Office of the Provost for financial support to meet needs for equipment, facilities, research assistance, and travel; regular notification of the application timeline will be sent to the faculty scholar yearly.

7. Interdisciplinary projects. The University's "New Century Iowa" 2000-2005 strategic plan highlights interdisciplinary interaction as a core focus. In support of this goal, the Office of the Provost encourages applications that are interdisciplinary in nature, including submission of joint applications by eligible faculty members who wish to pursue an interdisciplinary project. Faculty members may submit a single, joint application using the cover sheet specifically designed for this purpose (available on the Provost's website at <http://www.uiowa.edu/~provost/facdev>). Signatures of each faculty member's DEO and dean are required on this cover sheet. Supporting letters from the DEOs and/or deans may be a joint letter signed by the DEOs/deans, separate letters from each, or both (e.g., separate letters with the DEOs' description of how the academic unit will meet its instructional needs, including graduate student supervision, during the three leave periods, and a joint letter that provides an assessment of project quality and contribution to the University's strategic plan). Letters of reference should total three per faculty member. However, a single letter may "count twice" if a referee provides an evaluation of the qualifications and work of both faculty members. Preparation of a joint application may require additional time to coordinate across departments and colleges, so interested faculty are encouraged to work well ahead of the specified deadlines. The Faculty Scholar Award represents a major commitment of University resources, so a maximum of one joint application may be selected in a given year.

Global Scholar Awards

Nature and Purpose. The Global Scholars Program is a faculty development program which grew out of The University of Iowa's strategic plan, Achieving Distinction 2000. The University recognized that as a state university with national and international obligations, it had a commitment to understanding and contributing to global issues and trends. The International Program's strategic plan seeks to achieve a faculty who are globally oriented in their teaching, research, and service by offering development

opportunities for faculty members to reexamine and reorient teaching and research in the direction of global themes. This program is intended to provide the opportunity for tenured faculty members, with established records of research and teaching, to consider their research and teaching in relation to significant globalizing trends. The awards are intended for scholars who have not before oriented their teaching or research toward a consideration of cross-national or global processes and who wish to do so. Scholars whose research has focused primarily on a single country or cultural area who now wish to acquire area knowledge or research experience in additional areas are also eligible.

Recipients of the global scholar award are released from half their usual teaching, advising, administrative, and service obligations for two consecutive academic (i.e., nine-month) years. Typically, the award will take the form of a career development award for one semester (4.5 months) each year, part of which will be spent in one or more foreign countries. Up to two global scholar awards will be made annually, for a total of four scholars in any given year after the first year.

Eligibility. Tenured faculty members are eligible to participate in the global scholar awards program. For the initial award, there are no minimum time-in-rank or time-in-service restrictions. However, eligibility to apply for subsequent awards (faculty scholar or career development award) requires 9-month faculty members to complete a minimum of 10 semesters of service and 12-month faculty members a minimum of 4 full years of service after the end of the global scholar award.

Application and Selection

1. Application form. Application forms for global scholar awards with detailed instructions for completing the application can be obtained from the Provost's website: <http://www.uiowa.edu/~provost/facdev>. Alternatively, a hard copy of the application and instructions may be obtained from the Office of the Provost, 111 JH, 335-0146.
2. Criteria. Applications are evaluated against the General Criteria for Evaluating Faculty Development Activities listed under General Principles. Faculty members should consult these criteria when preparing applications. In particular, the degree to which the proposal advances the strategic plan to achieve a globally oriented faculty is an important criterion.
3. Departmental and collegiate support. The DEO must submit a plan with each application for a global scholar award that describes how the academic unit will meet its instructional needs, including graduate student supervision, during the period of the global scholar's award. The DEO and/or dean also must submit a statement evaluating the quality of the proposal and detailing how the proposed project will contribute to the scholarship of the field, the quality of the department, and the strategic plans of the department, college, and University. DEOs' and dean's signatures also certify that the applicant meets program eligibility requirements and that application follows the requested format. (Proposals that do not follow the requested format will be returned by the Provost. Application deadlines will not be extended to accommodate proposals that are returned.)

Additional Provisions for Global Scholar Awards

1. Extended leave without pay. A faculty member receiving a global scholar award may apply to couple the scholarship with one or more semesters of unpaid leave if, for example, the scholar receives supplemental funds from external sources.

2. Limitations. A global scholar will not normally be awarded any other developmental awards, or fellowships during the two-year scholarship period, nor may the scholar hold an Old Gold Summer Fellowship immediately preceding the global scholar award.
3. Subsequent eligibility. The time comprising the global scholar award period is not counted toward the minimum years of service required for eligibility for a subsequent career development award.
4. Payback requirement. Any faculty member who accepts a global scholar award must agree, in accordance with the Iowa Code, to return to regular duties at the University following the award period for a period of service at least twice the length of the award period. For a 9-month faculty member, therefore, completion of a full two-year scholar award implies that during the two years, the global scholar will have served one year [two semesters] of the time required by code and would, thereafter, have a minimum of one year [two semesters] subsequent required service. For a 12-month faculty member, completion of a full 2-year scholar award implies that during the 2 years, the global scholar will have served 13 months (each year counts as 11 months of service; 22 months - 4.5*2 months) of the time required by the code and would, thereafter, have a minimum of 5 months of subsequent required service.
5. Required report. A report on the faculty development activity must be submitted to the Provost by each recipient within two months following the completion of each portion of the global scholar award. Instructions for completing this report and a Cover and Abstract Form are available on the Provost's website: <http://www.uiowa.edu/~provost/facdev>. Alternatively, a hard copy of the Instructions and Cover and Abstract Form may be obtained from the Office of the Provost, 111 JH, 335-0146.
The Office of the Provost uses these reports in preparing the annual summary of faculty development activities for the Board of Regents. Board support for the faculty development program is essential to its continuance, so timely submission of reports is critically important. Faculty members who fail to provide the required report will have lengthened service requirements for subsequent career development awards. Faculty members should keep a copy of the report for use with subsequent developmental applications that require information about University-supported activities.
6. Financial support. Global scholars may apply to the Office of the Provost for financial support to meet needs for equipment, facilities, research assistance, and travel; regular notification of the application timeline will be sent to the global scholar yearly.

Faculty Fellowships

Nature and Purpose. Faculty fellowships have been named in honor of distinguished UI faculty. These awards provide an opportunity for other scholars to contribute to the fields of study in which these distinguished faculty are most clearly recognized. There are two such awards and they are awarded in alternate years. The May Brodbeck Humanities Fellowship is awarded in the fall of even-numbered years (e.g., 1998, 2000) for use in the subsequent fiscal year (e.g., 1999-2000). The James Van Allen Natural Science Fellowship is awarded in the fall of odd-numbered years (e.g., 1999, 2001) for use in the subsequent fiscal year (e.g., 2000-2001).

The May Brodbeck Humanities Fellowship is a competitive award designed to encourage and support the study of language, linguistics, literature, philosophy, history, jurisprudence, criticism, and theory of the arts as well as humanistic aspects of the natural and social sciences. The James Van Allen Natural Sciences Fellowship is a competitive award designed to encourage and support scholarly work in the physical,

natural, and mathematical sciences. Each fellowship provides the recipient a stipend of \$15,000 that can be used in any of the following ways:

1. As a stipend for developmental activities conducted during the summer.
2. To appoint a graduate research assistant to facilitate the recipient's scholarly activities during the academic year or some portion thereof.
3. To reimburse a graduate teaching assistant or visiting faculty member for instructional activities that ordinarily would be the responsibility of the award recipient, during the summer or during a period of the academic year, thereby increasing the amount of time the recipient can devote to developmental activities.
4. To obtain materials, supplies, and equipment or to support travel related to the proposed developmental activities.
5. Any combination of the above.

The proposed use of the stipend must be identified and justified at the time the application is submitted and must be approved by the applicant's DEO and dean. The stipend must be expended during the fiscal year following receipt of the award. The developmental activity supported by these fellowships can take any of a variety of forms including research, artistic creation, professional writing, conference or workshop development, or scholarly activity of significant and promising quality.

Eligibility

1. All regular faculty members (i.e., tenure- or clinical-track assistant, associate, and full professors with part- or full-time appointments) are eligible to apply for a faculty fellowship.
2. No faculty member may receive any one fellowship more than once.

Application and Selection

1. Application form. Application forms for faculty fellowships with detailed instructions for their completing can be obtained from the Provost's website: <http://www.uiowa.edu/~provost/facdev>. Alternatively, a hard copy of the form and instructions may be obtained from the Office of the Provost, 111 JH, 335-0146.
2. Criteria. Applications are evaluated against the General Criteria for Evaluating Faculty Developmental Activities listed under General Principles. Faculty members should consult these criteria when preparing their applications.
3. Departmental and collegiate support. The DEO and/or dean must submit a statement evaluating the quality of the proposal and detailing how the proposed project will contribute to the scholarship of the field, the quality of the department, and the strategic plans of the department, college, and University.
4. Selection process. Following review and evaluation of proposals by a committee of distinguished faculty, applicants are notified by the Provost as to whether or not their proposal was approved. If an application for a faculty fellowship is not approved, the Office of the Provost will, upon request, explain the reasons to the applicant, the departmental executive officer, and the relevant dean.

Additional Provisions for Faculty Fellowships

1. Limitation. A faculty fellowship may not be held simultaneously with any other UI developmental award. It may, however, be immediately preceded or followed by such an award.
2. Service requirements. A faculty fellowship has no effect on the recipient's service requirements for career development awards, Faculty Scholar or Global Scholar awards.
3. Required report. A final report on the faculty development activity must be submitted within two months following the completion of the fellowship. Instructions for completing this report and a Cover and Abstract Form are available on the Provost's website: <http://www.uiowa.edu/~provost/facdev>. Alternatively, a hard copy of the Instructions and Cover and Abstract Form may be obtained from the Office of the Provost, 111 JH, 335-0146. A copy of this report should be kept by the faculty member and used for subsequent developmental applications that require information about University-supported activities.

revised 8/10/99

revised to reflect inclusion of clinical-track and 12-month faculty 3/9/00