Date: April 25, 2016

To: UAA Faculty Senate

From: Rieken Venema

Chair, Faculty Grants and Leaves Committee

Associate Professor, Statistics

Re: Changes to Faculty Handbook, Chapter IV

The Faculty Grants and Leaves Committee met on April 8th. Based on discussion at the March 4th Faculty Senate meeting, the committee discussed possible changes to the rules on retroactive Research Travel Grants (in the Faculty Handbook Chapter IV). The Provost also requested that the committee look at the allocation of funding for the Faculty Development and Research Travel Grants, given reduced funding for these grants.

After lengthy discussion about different ways of managing retroactive grants and any funds remaining at the end of the fiscal year, the committee voted unanimously not to change the way that retroactive grants are handled. We felt that it is important to maintain the ability for faculty to apply for retroactive travel grants as faculty may not be aware of a conference at the time of the regular deadlines. The committee felt that the fact that retroactive award amounts may sometimes be more than grants during the regular funding period is offset by the risk that a retroactive award could be nothing if no funds remain. Also, the current system allows the maximum of the unused funds to be used to benefit faculty without excessive administrative work. We discussed other methods for fund distribution as suggested by the Senate and decided that they were not practical and would create additional problems in their implementation.

After discussion on the Provost's concerns, the committee did decide to recommend certain changes to the Faculty Development Grants (FDG). Specifically, we are recommending:

- Reducing the maximum amount for the Faculty Development Grants to \$3000 (from \$4500), which should allow more faculty to receive grants.
- Removing the 'internal' limits on FDG expenditures in certain categories, which will allow more flexibility in spending and reduce confusion and administrative work.
- No longer allowing FDGs to be spent on faculty salary, so that more money can to go towards direct research expenditures. The FDGs could still be used to pay salary and benefits for research/student assistants.

The Faculty Grants and Leaves Committee is submitting the above changes to Chapter IV, in addition to the changes submitted previously, for consideration by the Faculty Senate.

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CHAPTER IV: FACULTY DEVELOPMENT FUNDS

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FACULTY DEVELOPMENT GRANTS

Faculty Development Fund Guidelines

The Faculty Development Fund exists to aid the growth and development of individual faculty members at this institution. Project proposals may involve creative activity, research, writing, training and study, and program development. Projects are ranked and funded on the basis of their merit.

Historically, the Awards Committee has given low scores to applicants for equipment or supplies not directly related to the specific development project. The Faculty Development Fund is not designed to recognize or compensate teaching activities.

In addition to the institutionally_sponsored Faculty Development Fund and Faculty Research Travel Grants, there may be faculty funding through the Center for Faculty Excellence (CAFÉ) (www.uaa.alaska.edu/cafe), and there are opportunities for research and development support external to the university. The Vice Provost for Research (www.uaa.alaska.edu/research) has information regarding these possibilities, as does the Consortium Library (consortiumlibrary.org).

Eligibility and Fund Limitations

- A. All proposals must be submitted by a fulltime faculty member(s). Term faculty are eligible to apply but must have a contract for the period of the grant. Administrative faculty, adjunct faculty and staff are not eligible to apply.
- B.—The total amount awarded for any one faculty member may not exceed \$4,5003,000 per fiscal/academic year. No more than \$3,000 will be awarded for monies spent for account codes 1000 and 3000 combined, and no more than \$2,000 spent for account codes 2000 and 4000 combined.—Salary for faculty members is not permitted. Salary/benefits may be paid to research assistants, student assistants, etc.

<u>B.</u>

Account Codes

1000 Personal Services (salary/benefits)
2000 Travel (direct transportation only)
3000 Contractual Services (e.g., printing, mailing, conference registration)
4000 Commodities (e.g., supplies)

\$4,500 Limit per fiscal year
Using the above account codes, please indicate
on the application form how funding is to be
distributed.

Funding Notes:

- Travel expenses are limited to direct transportation expenses. Per diem expenses for food and lodging are not allowed.
- There should be no exclusive equipment purchases (limited to the use of the individual) in the proposals. Candidates should indicate how equipment could be of further use to the institution after project completion.
- 3. Salaries for research assistants/student assistants must include benefits. This means that if the award in the personal services category is \$3,000, a portion of it must be deducted to cover benefits. To compute benefits, use the current faculty/staff benefit rates. Please confirm benefit rate with the Human Resources office when calculating benefits for faculty and students receiving salary support from this grant fund.
- When a project proposal is contingent on the candidate's acceptance into an institute or seminar, a letter of support from the sponsoring organization is required before funds will be released.
- C. A faculty member may apply for more than one award in a fiscal year as long as the totals for each object code do not exceed the limitations noted above in item B and the \$3,0004500 limit is not exceeded.
- D. Joint proposals of up to three faculty may be submitted. Proposals should clearly indicate the role of each faculty member in the project.; however, all funds must be charged against the limits of a faculty member. Joint proposals should be presented as a complete unit. For example, a joint proposal could charge \$2,500 in personal services to faculty

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- member A and \$3,000 to faculty member B. A joint proposal could *not* pay \$1,500 in salary to faculty member A and \$4,000 in salary to faculty member B, although it could pay \$5,500 to one research assistant to help both faculty members.
- E. Faculty members may apply for funding in both the research travel and faculty development categories but can be funded for the same purpose from only one funding source. Anyone receiving travel money under this program may not receive travel money from the Research Travel Fund to meet the goals of the same proposal.
- F. Faculty are not eligible to personally receive salary money from the Faculty Development Fund during the time they are on sabbatical leave. However, a faculty member may receive funds from account code 1000, for example, to hire research assistants.

Evaluation Committee

- A. The Faculty Grants and Leave Committee will serve as the evaluation committee.
- B. The evaluation committee is seated from September 1 through August 31, with the expectation that members would serve for one full year, but never less than six (6) months (i.e., from September 1 to February 1, or from February 1 to August 31).
 - Committee members who refuse to serve for at least six months should be considered ineligible for an award for at least one full year.
- C. No evaluator may serve on a committee deciding the granting of funds during the funding period in which the evaluator or a member of the evaluator's immediate family has a funding proposal under consideration. No evaluator may serve on a committee deciding the granting of funds during the funding period a proposal is submitted by a faculty member with whom the evaluator is doing collaborative work directly related to the said proposal. Prior to the first meeting of each academic year, a representative pool of past FGLC members will be compiled by the Office of Academic Affairs. The pool will be used to select appropriate substitutes to replace FGLC members who are unable to attend scheduled meetings due to a conflict of interest or for other reasons. The committee chair will select representative substitute(s) from the pool.

Process for Committee Considerations of Faculty Development Fund Proposals.

- A. Proposals for Faculty Development Fund grants will stand on their own merit.
 Questions will not be addressed to applicants nor will applicants be invited to make presentations.
- B. Faculty Development proposals will be considered at a public meeting specifically called for that purpose. A quorum for the meeting(s) shall consist of two-thirds of the members of the whole committee.
- C. All committee members will review the proposals prior to the meeting(s).
- D. Each member will fill out the rating sheet and then rank the proposals from the highest raw score to the lowest.
- E. The initial member rankings will be submitted to Faculty Services in the Office of Academic Affairs two days prior to the meeting. The individual member's rankings will be combined to produce the initial committee ranking.
- F. The committee members will examine the ranked list of Faculty Development proposals at the public meeting called for that purpose.
- G. The committee, by a two-thirds vote of members present, may identify a proposal as unacceptable and, therefore, to be withdrawn from further consideration. In this case, the reasons for this view will be conveyed to the author of the rejected proposal.
- H. The committee, by a two-thirds vote of members present, may decide to accept the initial ranking as final. If this occurs, steps I to J will be omitted. Failing by a two-thirds vote, the committee will proceed to step I.
- The committee will discuss each proposal, and discussion will be limited to ten minutes each.
- Rankings will be modified based on committee discussion.
- K. Upon the completion of the ranking, the committee chairperson will transmit the committee ranking and a list of unacceptable proposals to the Provost for final award of funds. That A list of reviewed proposals shall be transmitted to the Faculty Senate as part of the record of committee action.
- The committee shall maintain a record of its proceedings and shall keep all records of rankings.

Application and Funding Process

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- A. Applications should be submitted to the Office of Academic Affairs by the deadlines below.
- B. Two grant rounds shall be established in each fiscal year, from July 1 through December 31 (Round I), and from January 1 through June 30 (Round II). Not more than fifty percent of the available funds shall be awarded during the first granting round.

NOTE: For Round I funds, all expenditures must be complete and processed during the July 1- December 31 funding period, including travel. Any Round I funds remaining on December 31 will be redistributed with the Round II funds. Round II funds must be encumbered and travel completed by June 30, or funds will lapse.

C. Deadlines shall be set to allow timely consideration of proposals and, once set, they should be met. Deadlines are October 15 and March 15. Announcements are made no later than four weeks after the submission deadline. Application deadlines are set to allow for timely consideration of proposals and are as follows:

Round I: Funding JJuly 1 – December 31

Application dDeadline is March 15

Round II: Funding January 1 – June 30

Application dDeadline is October 15

Award announcements are made no later than one month after the submission deadline.

- D. Grant recipients are required to submit a report on the results of work within three months of the completion of this work. Final reports should include not only the results of the work undertaken and expenditure of funds, but also the impact of the results on the conduct of courses or organized research in the school, college or department, and any showings, performance or publications which resulted by the time of the report.
- E. Applications must include the following information:
 - 1. Cover sheet
 - 2. Vitae of all project members
 - 3. Proposals should be submitted following the template [see the end of this chapter], reflecting the categories and evaluation criteria as indicated. Proposals should be no more than five (5) pages in length in a 12 point font, excluding the cover sheet, vitae, and supplementary attachments. Proposals

should be written in "lay language" so that they are easily understood by colleagues from a wide variety of disciplines. Applicants will prepare an abstract of no more than 100 words. The abstract will conform to an exact format provided with the cover sheet. Its purpose is twofold: it assists the reviewers by providing a synopsis of the proposed project, and is copied into a file of "Faculty Development Grants Recently Funded." This file will be made available by the Office of Academic Affairs to any interested faculty.

4. Not including items 1-3 will make the proposal invalid.

Successful applicants' grants will be administered by the Office of Academic Affairs/Faculty Services. Grantees should forward requests for expenditures and budget approval to the Faculty Services Office. Project reports should also be forwarded to Faculty Services in Academic Affairs upon completion of each grant.

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COVER SHEET FOR FACULTY DEVELOPMENT GRANT PROPOSAL

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OUTLINE AND RATING SHEET FOR FACULTY DEVELOPMENT FUND PROPOSALS

In order to provide for the fair and equitable selection of the most meritorious professional development grants for support, the University of Alaska Anchorage has established criteria for their review and evaluation. These criteria are intended to be applied to all proposals in a balanced and judicious manner, in accordance with the objectives and content of each proposal.

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Minimum Requirements:

- Cover sheet with abstract of no more than 100 words
- Vitae for all project members
- Proposal body of no more than five (5) pages not counting supplemental material

1. Intrinsic Merit of the Proposal (40 possible points)

	a. (15 pts.)	Proposal Presentation and Description. The proposal follows correct	4
		format; information is complete (each item in the outline is addressed);	
		appropriate length; includes documentation, cover sheet, and vitae; uses	
		<u>correct grammar and spelling.</u> The description of the project is clear and	
		understandable in "lay" language and clearly identifies the	(0
		goal(s)	(0-
		15)	
	b. (10 pts.)	Significance of the project. The proposal makes a compelling case for the	
		importance of the project.	(0-10)
	c. (5 pts.)	Knowledge of similar projects. Applicant shows knowledge of similar	
		projects in the field and demonstrates the distinct contribution this project will make.	(0.5)
		will make.	(0-5)
	d. (10 pts.)	Impact. Project demonstrates likelihood that it will have a substantial	
	` 1 /	benefit for the faculty member's professional development.	(0-10)
2.	Viability of	of the Proposal (25 possible points)	
	a (10 pts.)	Methodology/Plan/Objectives. Applicant sets out a realistic approach	
	u. (10 pts.)	and reasonable plan for timely accomplishment of the stated goals.	
		Objectives that are likely to meet the identified goals are set out.	(0-10)
	b. (10 pts.)	Budget. Detailed budget is presented with justification for expenses	
		including salary requests. The budget details an appropriate use of funds.	(0-10)
		Identifies all other sources of funding in support of this project.	(0-10)
	c. (5 pts.)	Performance Competence. Applicant demonstrates capability and	
		likelihood of accomplishing stated goals. Briefly describe results of other	
		funding received if relevant.	(0-5)
		04 (1007 311 314)	
3.		-Other (<u>1025</u> possible points)	
	a. (10 pts.)	"Seed" Money. For newly appointed faculty in their first five years at	
		UAA (.—Indicate month and year of initial faculty appointment). May also	
		be awarded for a new direction in the research of an established faculty	
		member. Proposal should explicitly state if this is the case.	(0-10)
	h (15 ptc.)	Presentation of Proposal. Follows correct format; information is	
	o. (15 pts.)	complete (each item in the outline is addressed); appropriate length;	
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includes documentation, cover sheet, and vitae; written in clear, understandable, "lay" language for individuals in any discipline to understand; uses correct grammar and spelling.(0-15)

Total Score (

(0-7590)

RESEARCH TRAVEL GRANTS

Research Travel Grants

The Faculty Research Travel Grants exist to provide funding to faculty to pay a portion of travel costs related to the presentation of research and/or creative activities (Category 1) or the acquisition or processing of data or developing proposals for research and/or creative activities (Category 2). Category 1 proposals are awarded to all faculty who meet the criteria to receive funds in a given round, while Category 2 proposals are reviewed and ranked by the Grants and Leaves Committee. Faculty Research Travel Grants can only be used to pay for travel expenses, not for per diem or lodging.

Eligibility and of Fund Limitations

- A. All research travel proposals must be submitted by a full-time faculty member, although a faculty member may request funds for travel of a student or research assistant. All student research travel must be shown to clearly support the research effort of the faculty member submitting the proposal. Term faculty are eligible to apply but must have a contract for the period of the grant. Administrative faculty, adjunct faculty and staff are not eligible to apply.
- B. Research Travel funds have been divided into two distinct categories for disbursement.
 - Category 1 -- Funds for travel to meetings for the purpose of presenting papers or actively participating in workshops, etc., for the PRESENTATION of research and/or creative activities. The Office of Academic Affairs will review all Category 1 applications and compile separate lists of those which do

compile separate lists of those which do and do not meet established Research Travel guidelines and may submit those lists to the committee within one week of the deadline.

2. Category 2 -- Funds for travel for the ACQUISITION OR PROCESSING of

quantitative or qualitative data or samples (e.gi.e., college samples, computer facilities, electron microscope, collection of socio-cultural information, etc.), and funds for travel for the purpose of developing proposals for creative activities and/or research.

<u>Category 2 applications are reviewed</u> and voted on by the Faculty Grants and <u>Leaves Committee</u>.

C. Funds will be disbursed from the available pool of funds on a pro rata basis, up to a maximum of \$750 per travel grant.

Applications for more than the maximum are reduced to the maximum \$750 before the pro rata share is calculated. Funds will be disbursed from the available pool of funds on a pro rata share of a maximum of \$750 per travel grant. This disbursement will be handled by the Office of Academic Affairs/Faculty Services.

- D. No applicant may receive funds more than one time from any one category each fiscal year
- E. 1. Travel funds are for reimbursement of transportation expenses only. Such transportation expenses may include (when fully justified) the cost of rental cars. Submissions for airline travel should reflect super-saver fares whenever possible, but coach will be used when that is the only fare available. The maximum airfare that will be reimbursed will be coach class airfare. The Faculty Services Office will be responsible for reviewing airfares for reasonableness prior to assigning pro rata shares. Expenses for lodging, conference registration fees, meals, purchases of papers, telephone calls, and similar travel-related expenses are specifically excluded.
 - Travel funds will be disbursed in advance of the travel only for the

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- purchase of transportation tickets.

 Otherwise, the funds will be distributed on a travel reimbursement basis at the conclusion of the planned travel.

 Reimbursement requests for travel funds are to include receipts verifying the actual expenses.
- Travelers must submit a Travel
 Authorization in advance of travel for pre-approval by Faculty Services, and a Travel Expense Report after travel.
- F. Faculty members may apply for funding in both the research travel and faculty development categories but can be funded for the same purpose from only one funding source. Anyone receiving travel money under this program may not receive travel money from Faculty Development Funds to meet the goals of the same proposal.

Evaluation Committee

- The Faculty Grants and Leave
 Committee shall be the evaluation
 committee for Research Travel Grants.
- B. No evaluator may serve on a committee deciding the granting of funds during the funding period in which the evaluator or a member of the evaluator's immediate family has a funding proposal under consideration. No evaluator may serve on the committee deciding the granting of funds during the funding period a proposal is submitted by a faculty member with whom the evaluator is doing collaborative work directly related to said proposal.
- C. Prior to the first meeting of each academic year, a representative pool of past FGLC members will be compiled by the Office of Academic Affairs. The pool will be used to select appropriate substitutes to replace FGLC members who are unable to attend scheduled meetings due to a conflict of interest or for other reasons. The committee chair will select representative substitute(s) from the pool.

Application and Funding Process

- A. Applications should be submitted to the Office of Academic Affairs.
- B. 1. The research travel funds for each category are to be distributed in two time intervals as shown below.

Round I: July 1-December 31.

Deadline dates for submission of proposals will be **March 15.**Announcements will be made by April 15

Round II: January 1-June 30. Deadline dates for submission of

Deadline dates for submission of proposals will be **October 15.**Announcements will be made by November 15.

- Funds not awarded during any granting roundRound I shall carry over to the Round IInext round. Funds not awarded by April 15 may be transferred to other faculty development accounts by the Provost for Academic Affairs.
- 3. If by a three-fourths majority the Awards Committee feels that the split between categories or rounds should be changed, it shall have the authority to do so without further review by the Faculty Senate. Such a change requires an affirmative vote of three-fourths of the committee, not three-fourths of those present at a meeting.
- C. Retroactive Category 1 Funding
 - Applicants Faculty members who did not apply for Category 1 travel funding who did not apply for funds during either Round -may apply for retroactive funding during Round II Any funds available at the end of Round II (May-June) may be used to fund these retroactive applications.
 - Faculty may apply for retroactive travel funds provided the travel occurred during the fiscal year in which application is made AND provided the intention to apply retroactively for funding is conveyed to the Faculty Services office in writing.
 - Applications for retroactive travel funds must be submitted to the Office of Academic Affairs no later than June 1st for determination of whether there is retroactive funding available.
 Applicants will be notified after June 15th about the status of retroactive funds.
 Applications should include receipts for airfare and ground transportation.

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- D. Successful applicants are required to submit a report on the results of their travel within three months of the end of the round in which travel was funded. For those presenting a paper, the report shall include a copy of the paper presented and an estimate of the audience size.
- E. If an your applicant'stion for Category 1 Research Travel is funded and the applicantyou does not present the paper or the paper is not accepted, the funds may not be used.
- F. Application Formats
 - 1. Category 1 (use cover sheet)
 - Name, rank, department, and school or college.
 - Identification of the meeting which is to be attended (or which was attended), including date and location.
 - c. Confirmation that the applicant did or will present a paper at or actively participate in workshops, symposia, colloquia, etc., for the presentation of research and/or creative activities. A program from the meeting or a letter from the meeting organizers may be considered adequate confirmation.
 - Detailed cost estimate of the transportation (i.e., airfare, ground transportation) expenses involved for the meeting.
 - 2. Category 2 (use cover sheet):
 - Name, rank, department, and school or college.
 - Identification of the research and/or creative activity to be conducted, proposal to be prepared or funds to be solicited.
 - If applicable, confirmation from colleagues with whom the research and/or creative activity is to be conducted.
 - d. Duration of the proposed research and/or creative activity.
 - Detailed cost estimate of the transportation expenses involved for the meeting.
 - Identification as to whether the research is for continuation of existing research programs.
 - g. Identification of financial support for the research from the applicant's

- school or department and/or from other sources.
- Description of the results of past proposals funded by UAA in the areas of summer research, research travel, and/or sabbatical.

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COVER SHEET FOR RESEARCH TRAVEL GRANT

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Dean/Extended College Director Signature

Date

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