

**Request**

**Original**

**Repeat Request**

**FY:** 2022-23

**STRATEGIC FUNDING REQUEST FORM  
(Please Submit Electronically)**

**Proposals must have the support of the Dean of the college/school or the Vice President of the administrative unit and be submitted by the Dean or VP. Deans and VPs will prioritize their submissions if multiple proposals are submitted from their units.**

**Use of these strategic funds are for advancing the UTA strategic plan with preference given to multi-disciplinary collaborations that are financially sustainable beyond the initial strategic investment by the Provost or President.**

<b>Request for funds from:</b>  <input checked="" type="checkbox"/> <b>Academic Strategic Funds</b>  <input type="checkbox"/> <b>University Strategic Funds</b>	<b>Total amount of funds requested:</b> <b>\$429,500</b> (assuming \$180,000/yr in addition from the established budget for FDL)	<b>Project Name:</b> (Please limit to 40 characters)  <b>Faculty Development Program (FDP)</b>	
<b>Deans or VPs Submitting the Proposal:</b> Vice President for Academic Affairs		<b>Date of Submittal:</b> December 1, 2021	
<b>Department(s) or Units(s) Involved:</b> Faculty Senate			
<b>Project Lead:</b> (Please include title) Dr. Jacqueline Fay, Chair, Faculty Senate	<b>Phone:</b>	<b>Email:</b> jacqueline.fay@uta.edu	
<b>Requested start date:</b> February 1, 2022	<b>Requested completion date:</b> May 31, 2024  <b>Number of Weeks:</b> 116	Does Target Completion Date fall within established scheduling guidelines for project type <input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>	
<b>How will this project help to accomplish the UTA strategic plan (<a href="https://www.uta.edu/strategicplan/">https://www.uta.edu/strategicplan/</a>)?</b> Please show how it ties to specific research themes and guiding principles. This project will impact all academic units in the university and will support all aspects of the Strategic Plan. Whereas the existing FDL program is largely addressed to the five research themes, by			

providing support to all full-time faculty for an expanded range of activities, the proposed FDP will allow much greater connectivity to both the research themes and the guiding principles (Student Access and Success; Research and Creative Works; A Community of Scholars; Engagement and Outreach; A Global University; and Inclusive Excellence). Hence, it will facilitate the growth and enhance the excellence of research programs, creative activities, and teaching.

**In what ways will this project be a multi-disciplinary collaboration?**

The Faculty Senate is a multi-disciplinary body that represents all UTA faculty. As such, representatives from multiple disciplines are collaborating on the proposal. Furthermore, the program itself will benefit faculty across disciplines at UTA because all faculty, tenure-track and non-tenure-track alike, are eligible to apply for the funds.

**Will this project be submitted for external funding (grants, gifts, endowments, or other funding)? Please explain.**

Yes. The FDP is an ideal candidate for matching gifts to create an endowment to support faculty development in the long run. This will be a top priority for UTA fund raising. Moreover, much of the work completed by faculty members while on FDP funding will lead to external research and/or gift proposals.

**How much will each of the Department(s) or Unit(s) involved contribute to accomplish this effort?**

We expect that all departments will continue to contribute the \$180,000 currently allocated to them for FDLs annually.

**PROJECT OBJECTIVES AND DESCRIPTION**

**Please provide the objectives of this project:**

The objective of the project is to build a culture at UTA that encourages faculty to participate in meaningful career development activities on a regular basis. The project will expand and build on the current Faculty Development Leave program. The proposed expansion will enable faculty to pursue new areas of research or creative work that could lead to external funding and/or increased visibility for UTA. This will be accomplished by expanding participation in the program to 6% of eligible faculty members per year apportioned across all colleges and schools. The program will be broadened to include research, creative works, and education related projects. Eligibility will be expanded to include full time tenured, tenure track, and non tenure track faculty.

**Please provide a detailed description of the project:**

- The Faculty Senate will establish a Faculty Development Project (FDP) Committee consisting of faculty senators from each college or school plus two NTT senators (not from the same college). The FDP Committee will complete the final review and ranking of applications and inform the Provost of the results.
- Grant 50 FDPs each year. This will likely take a minimum of three years to achieve but is an appropriate target for an R1/Tier 1 research institution. Note that the budget is calculated for 63 FDPs per year at 6% of current faculty count, but we expect to spend this amount over 2 years at startup.

- Allow FDP applications from any full-time faculty member who has been employed full time at UTA for five or more consecutive years as detailed below.
- Grant FDPs for a wide range of scholarly, artistic, pedagogical, or clinical activities that advance the applicant's career.
- Establish policies and procedures to realize a Faculty Development Program consistent with these guidelines, and to develop a regular training program for all faculty.
- Teaching will be covered by FDP as detailed in the budget request - not require heavier load to the faculty FDP awardee in exchange for the FDP or offload the courses to be covered to other faculty.

Each recipient of faculty development funds will:

- Strive to complete the activities included in their application.
- Submit a report of their activities and results to their department chair, dean, and FDP committee within one month following the conclusion of their supported activity.
- Return to UT Arlington for at least one year following their supported activity.

Faculty Affairs and Faculty Senate will:

- Monitor compliance with university FDL and FDP policies and procedures and report findings to the Provost.
- Develop a communication plan informing faculty members of the revised faculty development program and encouraging them to apply.
- Set up a faculty training program aligned with FDP goals to be offered regularly.
- Develop a policy for inclusion in the HOP that formalizes the FDP.

#### **Recommendations for Eligibility and Frequency:**

- A. General requirements: Faculty Development proposals may be submitted by any member of the UT Arlington faculty who has (1) served as an Assistant, Associate, or Full Professor for at least five consecutive academic years at the time the proposal is submitted, or (2) successfully passed the third year review as an Assistant Professor or (3) completed five years of continuous employment as a Full-Time NTT faculty member. The FDP is open to both tenure and non-tenure track faculty. The FDP is not open to part-time faculty at any rank.
- B. Frequency: Faculty are eligible to apply after five consecutive academic years from their previously awarded FDL.
- C. Scope: Faculty may propose a broad range of activities, including those that leverage professional opportunities and contributions that may not be explicitly tied to pursuing future external funding.
- D. Candidates for faculty development funds remain eligible for the Research Enhancement Program (REP) grants, fellowships, or other financial or in-kind support to assist in funding their research or travel. Application for and granting of any such support, however, is wholly independent of the FDP.

- E. Faculty members shall not be precluded from participation in the FDP solely based on the programmatic and scheduling needs of their academic unit. All eligible faculty members must have the same opportunity to compete for FDP funds. Academic units must be prepared to make reasonable accommodation for their absence.

**Expectations for Awardees:**

FDP recipients should produce a clearly defined deliverable appropriate to their academic rank, discipline, and scope of work originally proposed.

- A. A faculty development proposal must include the specific dates for which the activity is requested.
- B. A faculty member who receives a faculty development leave must agree to return to full-time service at the university for at least one academic year following the leave.
- C. Following the FDP project a summary of the project must be submitted to the Director of the Program and the Dean of the College and should describe:
- the specific project or work which was proposed to be accomplished during the leave
  - the value of this project to the faculty members' career trajectory and the mission of the university
  - If applicable, the location (geographical, institutional, agency, organization, repository, online, etc.) where the project was conducted and relevant travel/study plans
  - Tangible products, outcomes, or results generated from professional activities

**1. Application and Routing Process:**

- A. A university-wide deadline should be established by the Faculty Senate, in consultation with the provost's office, which allows for at least three months for the internal review process.
- B. The Faculty Senate will develop a standard application form for faculty to use when preparing and submitting an application.
- C. Faculty should apply for an FDP for either one semester at full pay or two semesters for half pay for the following academic year.
- D. Applicants must initiate the development program process with the Chair or Director of the Department or School who will then forward the request to a unit-level review committee for ranking.
- E. Proposals from departments will then be forwarded to a College-level committee for review and ranking.
- F. Proposals will then be forwarded to the relevant Dean for review and ranking.
- G. Deans will then forward all proposals to the Faculty Senate Development Program Committee for final review and ranking.
- H. The final list of ranked applications will be forwarded to the Provost.

**2. Selection Guidelines and Assessment Criteria:**

In this section, we describe the process and criteria to be used for selection.

**Assessment Criteria**

The proposed FDP activities should meet the following criteria:

- (1) The proposal was complete and written clearly.
  - The overall purpose of the FDP was clear.
  - The leave would help the applicant meet this purpose
- (2) The proposed activities would contribute to the applicant's career trajectory
  - scholarly, artistic, pedagogical, or clinical
- (3) The proposal clearly explains how the proposed activities are beneficial for the applicant's academic discipline.
- (4) The FDP committee should develop a rubric for assessing the proposals and share this rubric with the Senate and faculty members once such a rubric has been developed.

The value and impact of proposed FDP activities should be evaluated according to criteria appropriate to the discipline and the nature of the activity including, but not limited to, potential for external grant funding, potential for scholarly publications, and potential for curricular innovation. Pedagogical, creative, scholarly, and research projects will receive equal consideration and will be assessed on their own merits rather than in relation to the programmatic needs of the applicant's academic unit (although this may be a factor for consideration if it is stated as an objective by the applicant).

Academic units must be prepared to make reasonable accommodations for the absence of the faculty member on leave.

**Please provide information on the impact of this project:****This project will have the following broader impacts:**

- Allow any full-time faculty member who has been employed full time for five or more consecutive years to submit FDP applications.
- Grant FDPs for a wide range of scholarly, artistic, pedagogical, or clinical activities that advance the faculty member's career.
- Establish policies and procedures to realize a consistent and sustainable FDP program.

**PROJECT JUSTIFICATION****Please describe the benefits to UTA of implementing this project?**

- Will facilitate recruitment of highly-qualified faculty.
- Will improve retention of tenure-track faculty by supporting early-career researchers and helping them to achieve their research goals.
- Will improve retention and morale among non-tenure-track faculty by supporting their scholarly and professional projects.
- Will increase UTA's national and international visibility and ranking by supporting high-impact projects.

- Will develop funded research.

**Strategic Reallocation of Resources:** What within your units will you stop doing in order to reallocate resources to support this project?

- No reallocation is necessary. Some units may already have funds that are being used to support faculty research, which can be redirected voluntarily to the FDP.

**What are the Consequences of not funding:** Describe how this project furthers academic or administrative goals or supports new initiatives and the negative impact of not funding.

- UTA will not be competitive with other Research 1 and Tier One universities that do offer such programs
- negative impact on recruitment and retention of world-class faculty and research output, both in terms of publications and funded projects
- by not providing support for pedagogically-oriented projects, recruitment and retention of students will be impacted as will retention of excellent teaching faculty
- inequities will be increased among full-time T/TT and NTT faculty who have differing levels of access to support for their work
- reduced faculty morale

**Project Schedule:** Describe the required schedule. Discuss implications of schedule delays. Detail options that exist to bridge the time between need and completion. Discuss how you will accomplish this schedule.

Timeline:

Spring 2022: Implement pilot FDP alongside FDL program, to start funding faculty leaves from Fall 2022. Begin training and outreach programs to socialize the FDP and initiate the cultural change necessary to increase the number of applications to the program. The FDP expands the nature of projects supported and, for the first time at UTA, will offer funding to full-time NTT faculty for research, creative, or pedagogical projects. This change requires a scaffolded approach to outcomes as the program is advertised and becomes an established part of faculty planning and development. Develop detailed FDP guidelines.

Fall 2022: Initiate full FDP.

**Financial Impact:** Explain how this project will increase/decrease the College/Unit or UTA's operating revenue/costs.

- increased external funding
- When UTA loses faculty, either because faculty leave for other opportunities or do not earn tenure, UTA also loses the immense financial investment it made in that individual's professional success. In order to replace that person, UTA then must invest in funds to run a search and secure a new faculty person. Retaining the faculty we hire, therefore, is good not just for faculty morale, but for UTA's budget.
- The FDP will expand opportunities for faculty to stay active and productive over their full career.

**Sustainability:** How will you create financial sustainability to continue this project after the requested strategic funds have been used?

We intend for matching gifts to create an endowment to support faculty development in the long run.

**KPIs:** Select applicable ROI measure below.

Enrollment Head Count (global data): \_\_\_\_\_ Current \_\_\_\_\_ Target

Comment \_\_\_\_\_

Enrollment SCH (global data): \_\_\_\_\_ Current \_\_\_\_\_ Target

Comment \_\_\_\_\_

Retention Rate: \_\_\_\_\_ Current \_\_\_\_\_ Target

Comment \_\_\_\_\_

Persistence Rate: \_\_\_\_\_ Current \_\_\_\_\_ Target

Comment \_\_\_\_\_

Conversion Rate: \_\_\_\_\_ Current \_\_\_\_\_ Target

Comment \_\_\_\_\_

4 year graduation rate: \_\_\_\_\_ Current \_\_\_\_\_ Target

Comment \_\_\_\_\_

6 year graduation rate: \_\_\_\_\_ Current \_\_\_\_\_ Target

Comment \_\_\_\_\_

Fundraising Productivity: \_\_\_\_\_ Current \_\_\_\_\_ Target Comment

\_\_\_\_\_

Faculty/Staff Retention: \_\_\_\_\_ Current \_\_\_\_\_ Target

Comment \_\_\_\_\_

**Other Metric (describe):** The proposed FDP will impact a number of the above ROI measures, in particular Faculty/Staff Retention and Fundraising Productivity, but also potentially enrollment, retention and persistence rates for students also, since the new program will support pedagogical projects in addition to research. Part of data collection for the pilot program will involve tracking the correlation between FDP and faculty recruitment and retention in particular. This will be done in the form of surveys of successful recipients. In addition, the impact of work enabled by the FDP will be tracked, in terms of funding brought in, publications achieved, or curriculum enhancement (increased enrollments, higher retention, etc.).

ATTACHMENTS

**Please attach a spreadsheet showing detailed information on revenue and expenditures for this project. If this is a new academic program, please attach the appropriate valuation model.**

The attached spreadsheet shows the total cost for the maximum allowed 6% of FDP's for one year. We propose to achieve this target over three years, since this is a new program.

**PROJECT APPROVAL (please type in name, date and check box)**

<p><b>Dean or VP Name:</b></p> <p><input type="checkbox"/> <b>Approved</b> <b>Date:</b></p>	<p><b>Total number of Submissions from Dean or VP</b> _____</p> <p><b>Dean/VP Ranking of this Submission:</b>  <input type="checkbox"/> 1   <input type="checkbox"/> 2   <input type="checkbox"/> 3   <input type="checkbox"/> 4   <input type="checkbox"/> 5   <input type="checkbox"/> 6   <input type="checkbox"/> 7   <input type="checkbox"/> 8   <input type="checkbox"/> 9</p>
<p><b>Provost:</b></p> <p><input type="checkbox"/> <b>Approved</b> <b>Date:</b></p>	<p><b>Provost Ranking of this Submission:</b>  <input type="checkbox"/> <b>Low</b>   <input type="checkbox"/> <b>Medium</b>   <input type="checkbox"/> <b>High</b></p>
<p><b>CFO:</b></p> <p><input type="checkbox"/> <b>Approved</b> <b>Date:</b></p>	<p><b>CFO Ranking of this Submission:</b>  <input type="checkbox"/> <b>Low</b>   <input type="checkbox"/> <b>Medium</b>   <input type="checkbox"/> <b>High</b></p>
<p><b>President:</b></p> <p><input type="checkbox"/> <b>Approved</b> <b>Date:</b></p>	



FDP Strategic Funding Proposal

	<b>Budget</b>	
Adjunct cost	\$594,500	
Current budget	-\$180,000	
Training cost	\$15,000	
<b>Total cost</b>	<b>\$429,500</b>	(per year at full capacity, but expended over 2 years of FDP start-up)

Assumptions for budgeting:

College/ School	Faculty Lines (Fall 2019)			Annual Leaves		
	T/TT	NTT	Total	6% T/TT	6% Total	Average
CAPPA	31	8	39	2	3	3
COB	71	50	121	5	8	7
COE	159	53	212	10	13	12
CoEd	26	13	39	2	3	3
COLA	155	85	240	10	15	13
CONHI	33	110	143	2	9	6
COS	111	38	149	7	9	8
SSW	29	17	46	2	3	3
<b>Total</b>	<b>615</b>	<b>374</b>	<b>989</b>	<b>40</b>	<b>63</b>	<b>55</b>

Total cost of Plan:

College/ School	Adjunct Cost for Above Plan				Percent of Cost Totals		
	T/TT only	Total	Average	Average Stipend	T/TT only	Total	Average
CAPPA	\$20,000	\$30,000	\$30,000	\$5,000	5.14%	5.05%	5.74%
COB	\$50,000	\$80,000	\$70,000	\$5,000	12.85%	13.46%	13.40%
COE	\$150,000	\$195,000	\$180,000	\$7,500	38.56%	32.80%	34.45%
CoEd	\$10,000	\$15,000	\$15,000	\$2,500	2.57%	2.52%	2.87%
COLA	\$75,000	\$112,500	\$97,500	\$3,750	19.28%	18.92%	18.66%
CONHI	\$16,000	\$72,000	\$48,000	\$4,000	4.11%	12.11%	9.19%
COS	\$56,000	\$72,000	\$64,000	\$4,000	14.40%	12.11%	12.25%
SSW	\$12,000	\$18,000	\$18,000	\$3,000	3.08%	3.03%	3.44%
<b>Total</b>	<b>\$389,000</b>	<b>\$594,500</b>	<b>\$522,500</b>				
Assumptions -- one semester leave, two course load per semester							