

Education and Student Affairs Committee Memorandum
Board of Regents, State of Iowa

Subject: Professional Development Assignments
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Date Submitted: December 1, 2004

Recommended Action:

Approve requests for professional development assignments for FY 2006.

Executive Summary:

Professional development assignments (or PDAs) release faculty members from classroom and other obligations to pursue research and other creative projects. The committee is asked to approve 158 PDAs for FY 2006 for faculty at all three Regent universities.

Faculty professional development activities are essential to the academic vitality of the universities. The combined PDA budget for the Regent universities has declined substantially in recent years.

Background:

Definition and Value of Professional Development Assignments

Every year the Board of Regents is asked to approve faculty professional development assignments. PDAs are intended to improve the Regent institutions as specified in the Board Policy Manual §4.09 and are essential to the academic vitality of the universities.

Projects for which professional development time is awarded relate to the educational missions of the universities, enrich the educational environment of the universities, and can enhance the reputation of the institutions and their faculty. They are an important tool by which the Board of Regents and the universities ensure a vigorous and engaged faculty. Investment in PDAs benefits students, the Regent universities, and the state.

Award selection process

Faculty recipients of PDAs are selected on the basis of a system of peer review and recommendation at both the department and college levels at each of the universities. The provost's office at each university has approved the final request to the board.

Compensation and obligations

Professional development assignments are usually for one semester, though they may be granted for longer periods. Compensation in any case is limited to the amount of compensation a faculty member would receive during a semester-long assignment.

Following their professional development assignments, faculty are responsible for reporting the results of their assignments as specified by their institutional guidelines. In addition, Iowa law calls for faculty to return service to their institution for twice the length of time of their professional development assignment; i.e., a one-semester PDA would require one year of service after the assignment.

Professional Development Assignment Requests

The universities and the Board Office recommend professional development assignments for 158 faculty members for FY 2006.

- SUI requests approval for 90 professional development assignments (6.7% of the eligible faculty).
- ISU requests approval for 49 professional development assignments (3.5% of the eligible faculty).
- UNI requests approval for 19 professional development assignments (4.9% of the eligible faculty).

Years of Service

The average length of service by recipients of professional development assignment recommendations at each institution is as follows:

- UNI: 13.7 years
- ISU: 12.9 years
- SUI: 13.3 years

Budgets

Budgets for professional development assignments include replacement costs to cover the assignments of PDA recipients and research expenses. Research expenses are associated only with Faculty and Global Scholars programs at the University of Iowa.

Table 1 provides details of budgets of professional development assignments by Regent university. Table 2 details total Regent university PDA costs by year for FY 2004 through FY 2006; Table 2 indicates that the combined PDA budget for the three Regent universities' has declined substantially over the last three years.

Table 1
Budgets for Professional Development Assignments by Regent University: FY 2006

	Replacement Costs	Research Expenses	Total
SUI	118,000	85,000	203,000
ISU	192,312	0	192,312
UNI	0*	0	0
Total	\$310,312	\$85,000	\$395,312

* FY 2004 budget cuts eliminated UNI PDA replacement funding. UNI colleges and departments adjust schedules as appropriate to cover the assignments of PDA recipients.

Table 2
Budgets for Professional Development Assignments for Regent Universities:
FY 2004-FY 2006

	Replacement Costs	Research Expenses	Total
FY 2004 Regent Universities	\$459,322	\$85,000	\$544,322
FY 2005 Regent Universities	\$379,134	\$85,000	\$464,134
FY 2006 Regent Universities	\$310,312	\$85,000	\$395,312

Proposed Activities Faculty will engage in a wide range of activities during their professional development assignments. For example, faculty will use the opportunities to engage in intensive research, write books and articles, create new works of art and compositions, present papers, work in industry, and develop grant proposals, software, course materials, and multimedia resources for their disciplines.

Regent Exhibit Book Complete descriptions of the professional development assignments proposed by each university are included in the Regent Exhibit Book.

Recommendation The requests for professional development assignments for FY 2006 have been reviewed and processed by the Regent universities in accordance with institutional and Board policies. The Board Office recommends them for approval.

Link to Strategic Plan: Professional development assignments advance the following 2004-2009 strategic objectives relating to vitality among faculty and its relationship to learning opportunities:

Objective 1.2 Attract and retain the best faculty and staff, consistent with institutional missions, to provide exceptional learning opportunities.

Objective 2.1 Attract and retain diverse, talented, and creative faculty, staff and students.

Objective 2.4 Acquire and manage resources that support and enhance research, scholarship, and creative activities
