

Contact: Anthony Girardi

**PROFESSIONAL DEVELOPMENT ASSIGNMENT REQUESTS**

**Action Requested:**

Consider the universities' requests for professional development assignments for FY 2007.

**Executive Summary:**

Professional development assignments (PDAs) release faculty members from classroom and other obligations to pursue research and other creative projects. The Board Policy Manual §4.09 requires institutional requests to be submitted for Board approval.

The universities request approval of 146 faculty PDAs for FY 2007. A brief description of each PDA assignment request is included in the Regent Exhibit Book.

**Background:**

Professional development assignments release faculty to engage in such activities as conducting research, writing scholarly books and articles, and creating new works of art. Faculty professional development activities are essential to the academic vitality of the universities and critical to the universities' reputations as academic institutions. PDA projects also relate to the educational missions of the universities and enrich the educational environment of the universities. The granting of PDAs is consistent with the Board's strategic objectives related to attracting and retaining excellent faculty and supporting and enhancing research and scholarship.

**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 university's request to the Board.

**Compensation and Obligations**

Professional development assignments are usually for one semester, though they may be granted for up to a year. Compensation in any case is limited to the amount of compensation a faculty member would receive during a semester-long assignment. In addition, Iowa law calls for faculty to return service to their institution for twice the length of time of their professional development assignment or to repay the compensation received during their assignment; i.e., a one-semester PDA would require one year of service after the assignment. Following their professional development assignments, faculty are responsible for reporting the results of their assignments as specified by their institutional guidelines.

**Trends in the Number of PDA Requests**

Table 1 provides the number of PDAs requested for each university for the last three years. Figures in parentheses express the number of recipients as a percentage of eligible faculty.

<b>TABLE 1: NUMBER OF PDA RECIPIENTS (% OF ELIGIBLE FACULTY)</b>			
	<b>FY 2005</b>	<b>FY 2006</b>	<b>FY 2007</b>
UNI	17 (4.5%)	19 (4.9%)	22 (6.1%)
ISU	35 (2.4%)	49 (3.5%)	33 (2.3%)
SUI	87 (6.7%)	90 (6.7%)	96 (7.6%)
Regents Total	139 (4.4%)	159 (5.0%)	146 (4.8%)

**Budgeted Faculty Replacement Costs**

The universities report estimates of the costs to hire replacement instructors for courses taught by faculty on leave. In many instances—at UNI this is exclusively the case—an academic unit does not budget replacement costs. In these instances, units adjust the schedules of current faculty to cover the teaching assignments of PDA recipients. The Faculty and Global Scholars programs at the University of Iowa also provide support for research expenses. These are budgeted at \$95,000 for FY 2007.

Table 2 details total Regent university PDA replacement costs by year for FY 2004 through FY 2007. The combined PDA budget for the three Regent universities' declined dramatically between FY 2004 and FY 2006. The budget for FY 2007 has risen slightly over that of FY 2006.

<b>TABLE 2: Budgeted Replacement Costs</b>				
	<b>FY 2004</b>	<b>FY 2005</b>	<b>FY 2006</b>	<b>FY 2007</b>
SUI	257,369	196,905	118,000	154,743
ISU	201,953	182,229	192,312	165,246
UNI	0	0	0	0
<b>Total</b>	<b>\$459,322</b>	<b>\$379,134</b>	<b>\$310,312</b>	<b>\$319,989</b>

**Awards Profiles by Gender, Race, and Ethnicity of Recipients**

A complete report of the demographic profile of award recipients is on file in the Board Office. A brief summary of this report follows.

- Eighty-one percent (81%) of PDA recommendations for FY 2007 are for white faculty members (19% for racial or ethnic non-whites); 90% of PDA awards were made to white faculty members for FY 2006; 84% of PDA awards were made to white faculty members for FY 2005.
- Eighty-six (86%) of faculty eligible for PDAs for FY 2007 were white.
- Thirty-one percent (31%) of PDA recommendations for FY 2007 are women (69% for men); 31% of PDA awards were made to women for FY 2006; 34% of PDA awards were made to women for FY 2005.
- Twenty-eight percent (28%) of faculty eligible for PDAs for FY 2007 were women.

**Average Length Of Service**

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

- UNI: 13 years
- ISU: 14 years
- SUI: 14 years