Active participation in professional development is encouraged for all full-time faculty members, whether new to Utica College or a long-tenured member. Please take a moment to review the various types of support available to you in pursuit of professional development opportunities. Faculty members should always apply for Faculty Development funding for conference travel through the Faculty Resources Committee as listed below. Faculty members should **not** apply for funding through their school. Faculty accepting development awards are expected to share the fruits of their efforts with the College community. The spirit of collegiality requires no less. This is particularly true for sabbaticals, summer fellowships, and participation in exchanges.

**Funds supervised by the Faculty Resource Committee (FRC):**
The FRC is responsible for recommending to the Provost and Senior Vice President for Academic Affairs (Provost/SVPAA) the awarding of resources designed for faculty development described below. Awards are recorded in the fiscal year (June 1-May 31) in which the travel occurs, not necessarily the year that the award is made. It is important to remember that these awards do not “carry over” into a new fiscal year.

All applicants must understand that a committee of peers, who may not be familiar with the subject matter that is being studied, will evaluate a proposal. Therefore, the proposal must be clearly written in language that is accessible to the intelligent layperson. This characteristic cannot be overemphasized. The best proposals are so well written that the committee is usually unanimous in agreeing upon the strength of the proposal even before any discussion has taken place. Applications should include an explanation of how the proposal fits into the faculty member's plan for professional development. This explanation may include evidence of how earlier awards have contributed to this plan. Additionally, a current copy of the faculty member's Summary of Professional Activities must accompany all applications. Use the cover page as a "checklist" and make sure all parts are accounted for before submitting the final version.

Please make every effort to apply for travel funds as far in advance as possible. Applying at least a month in advance of travel is preferable. Applications are competitive and the Committee needs time to review each proposal before recommending an award to the Provost/SVPAA for his consideration. Responses cannot be guaranteed in a certain timeframe. Faculty members may apply for each fund only **once** per academic year.

Using the cover sheet specific to the fund you are applying for, requests should be submitted to the Office of the Provost/SVPAA in hard copy format. Please make sure that you have completed each required step on the applicable cover sheet. Your School Dean’s signature is **required** on applications for travel (Faculty Leadership Fund, Faculty Professional Travel Fund, Faculty Travel with Students Fund and Crisafulli Fund) for authorization if no advance is requested. If you are requesting an advance, a Travel Authorization and Advance form must be signed by your school dean and submitted to the Provost/SVPAA before travel occurs. A Travel Expense Voucher reconciling ALL expenses (to include original receipts), **must** be submitted to your school office within two weeks of travel end date.

Revised August 2018
Travel Reimbursement Policy:
Utica College’s travel reimbursement policy, including information on allowable expenses, out-of-pocket expenses, and reporting requirements, can be found on UC’s General Accounting webpage or by using this link: http://www.utica.edu/policies/policies.cfm?id=92

Faculty Leadership Fund:
Faculty presenting papers, chairing a session, serving as an officer, or serving as a formally invited discussant at a professional conference are encouraged to submit a request for travel expenses through the Faculty Leadership Fund. The award is figured at 85% of the actual, receipted expenses of a trip, up to a maximum of $1,100 for domestic travel and $1,800 for international travel, plus the cost of registration.

Faculty Professional Travel Fund:
Faculty attending a professional conference (not presenting) are encouraged to submit a request for travel expenses through the Faculty Professional Travel Fund. The award is figured at 85% of the actual, receipted expenses of a trip, including registration, up to a maximum reimbursement of $850.

Faculty Travel with Students Fund:
Faculty accompanying students who are presenting papers, chairing a session, serving as an officer, or serving as a formally invited discussant at a professional conference are encouraged to submit a request for travel expenses through the Faculty Travel with Students Fund. The award is figured at 85% of the actual, receipted expenses of a trip, including registration, up to a maximum reimbursement of $950.

Funding is available for students to travel to professional conferences through the Student Senate. To apply for this funding, students must submit their own application (including a faculty recommendation) to the Office of Student Activities.

Small Grants:
Faculty seeking funds to underwrite the costs of scholarly or artistic activity (equipment, supplies, hardware, software, etc.), and/or to support new research or teaching endeavors, are encouraged to submit a proposal for this award. Up to $600 is available per grant. Receipts are required for reimbursement. If possible, please include an invoice with your request, showing the amount you are requesting. Make every effort to submit requests as early as possible and reconcile expenses in a timely manner. Please note that the purchase of gift cards for research participation or otherwise is not allowed.

Small Grants to Students:
Students working on scholarly research with or under the direct supervision of faculty, leading to publication or presentation at professional meetings are encouraged to submit for this award. This grant is intended to support requests for equipment, supplies, hardware, software, poster printing, etc. Up to $250 is available per student or $400 per group of students. Receipts are required for reimbursement. If possible, please include an invoice with your request, showing the amount you are requesting. Make every effort to submit requests as early as possible and reconcile expenses in a timely manner. Please note that the purchase of gift cards for research participation compensation or otherwise is not allowed.

Crisafulli Fund:
In 1989, professor emeritus Virgil “Cris” Crisafulli created a fund to support faculty development. This fund is intended to provide support for activities leading to improvements in teaching by the individual and/or collective faculty, such as new pedagogical practices, utilization of new instructional methods or technologies, activities such as attendance by faculty alone or with students at academic meetings and conferences (whether as a presenter or general conferee) or to fund faculty doing research helpful to the consideration of issues relevant to the College at a given time. The award will pay up to 85% of actual, receipted expenses, up to a maximum reimbursement of $1,250. Applications should support the request for funding with a description of how the activity will impact the applicant’s teaching.
Summer Fellowships:
Summer fellowships are awards used in support of research, scholarship, and/or creative projects as well as for curriculum and instructional development. The purpose of the latter category is to encourage innovation and improvement in the quality of instruction and curriculum design. Up to six fellowships of $2,300 each are available to faculty members annually. Applications are reviewed for scholarly merit, probability of completion over the summer, and benefit to both the faculty member’s professional development and Utica College.

In addition, the Provost/SVPAA may award additional funding of fellowships using the Clark Summer Fellowship/Research Grant (see below) for exceptional scholarly projects.

An application as outlined on the appropriate cover sheet should be submitted to the FRC through the Office of the Provost/SVPAA by February 15, 2018. Acceptance of a summer fellowship limits summer teaching assignments to one course. A completed Award Assessment/Evaluation Report is required upon return to the College.

Clark Summer Fellowship/Research Grant:
Clark Summer Fellowship/Research Grants may be awarded at the discretion of the Provost/SVPAA. The criteria will be the strength of a submitted summer fellowship proposal (which must be outstanding), any extraordinary expenses associated with the project, the level of past institutional support, and an established track-record of using past institutional resources productively. A Clark Summer Fellowship/Research Grant award will be given only if a worthwhile proposal is received.

Sabbatical Leave:
The granting of sabbaticals is an important part of academic endeavor and research, can contribute significantly to the professional development of the faculty, and add to the prominence and distinction of the programs of the College. Sabbaticals are available to faculty bargaining unit members for activities of professional value, for example: planned travel, study, formal education, research, writing, creative activity, the acceptance of special assignments or fellowships. In order to free faculty to devote time to such development, the College will provide at least eight (8) sabbaticals annually (to tenured faculty members). Should eight (8) or greater of the eligible faculty bargaining unit apply and are qualified for a sabbatical, recommended by the Faculty Resources Committee of the Faculty Senate, and approved by the Provost/SVPAA and President.

Tenured faculty members are eligible to apply for a sabbatical leave every seventh year. Such leave may be for one semester at full pay plus full benefits or for one academic year at half pay and full benefits. **Please note: Associate Deans are NOT eligible to apply for a sabbatical, even if they will be bargaining unit members at the time of their proposed sabbatical. During the 2019-2020 academic year, a detailed application, as outlined on the appropriate cover sheet, must be submitted to your school dean by October 1st, in order to give your dean appropriate time to write their letter of recommendation to the Faculty Resources Committee. The entire packet shall be reviewed by the Faculty Resources Committee, who will make their recommendation to the Provost/SVPAA by October 20th. Notification of approval for sabbatical shall be made no later than November 15th. If fewer than eight (8) sabbaticals are awarded, an applicant may submit or resubmit an amended application (with attached letter of recommendation from your school dean) no later than December 1st. Notification of approval shall be made no later than February 15th.

When service/committee responsibilities such as those on the FAC or PDC require continuity of service during the academic year, a single-semester sabbatical precludes participation for the entire year. It is also expected that sabbatical recipients will return to the College. Recipients of sabbaticals who do not return to the College for at least one full year, shall be obligated to reimburse the College in full for all monies received from the College in support of the leave. As part of the award requirements, a completed Award Assessment/Evaluation cover sheet with full report of sabbatical leave activities, together with any documents or publications, should be submitted upon return to the College

Revised August 2018
Mini-Sabbatical:
Tenured bargaining unit faculty members are eligible to apply for a one-half load reduction mini-sabbatical for up to two semesters without affecting their full sabbatical status. The application process and criteria shall be the same as the full sabbatical except that the deadline for the application shall be at the mid-point (the start of the D2 semester) of the semester preceding the affected semester. The College shall provide up to three (3) mini-sabbaticals to tenured faculty bargaining unit members per academic year.

Acknowledging that both tenured and as-yet untenured faculty have professional development needs, the College recognizes that a mini-sabbatical may be granted to untenured tenure-track faculty in the fourth, fifth, or sixth year of appointment. Such mini-sabbatical shall consist of a one-half load reduction for up to two semesters at full pay and benefits. In such a case, the benefits, application process and evaluation criteria shall be the same as set forth for tenured faculty members, except that the deadline for application shall be April 15th of the preceding academic year. A completed Award Assessment/Evaluation Report is required upon return to the College.

OTHER AWARDS AND ASSISTANCE AVAILABLE:

The Virgil Crisafulli Distinguished Teaching Award:
In 1975, the College instituted a distinguished teaching award, and because teaching is our first priority, this award has come to be recognized as our highest and finest tribute to a faculty member. The award is funded by the Crisafulli Fund for the Advancement of College Teaching.

A committee of the past two recipients, a faculty member elected by Faculty Senate, the valedictorian, and the Provost/SVPAA reviews nominations of tenured faculty members, written and submitted by faculty members and students, and makes its choice on the basis of proven teaching excellence over a period of at least five years. Each year at Commencement a monetary grant of $2,000, a lapel pin designed specifically for this award and an inscribed certificate are given to the faculty member, who in the opinion of colleagues and students exemplifies the highest standards of teaching excellence. There is also a $500 raise in base salary.

International Exchange Programs:
Utica College has established formal agreements to exchange faculty and/or students with the University of Aberystwyth, Wales, UK; University of Strathclyde, Glasgow, Scotland, UK; Abo Akademi University, Turku, Finland; Universidad Peruana de Ciencias Aplicadas, Lima Peru; Jagiellonian University, Krakow, Poland; Loyola University of Andalucia, Cordoba & Seville, Spain and through partnerships with international organizations such as World Learning and IREX. The deadline for all applications is December 1st. Selections are made by the Provost/SVPAA and school deans. Please apply through the Office of International Education, White Hall 252, Ext. 3082. Program requirements vary from institution to institution. Consult with the Executive Director of International Education for specifics.

Faculty Education Fund:
Limited support in the form of tuition assistance or load release is available to full-time faculty who wish to extend their teaching qualifications into new subject areas or to complete doctoral degrees and when remitted tuition isn’t available or sufficient, as strategically determined by the College. The proposed study program should qualify the faculty member to teach regularly offered courses, especially those which are customarily difficult to staff. Support is for formal programmatic study leading to earned credits, certificates, or degrees from recognized schools or organizations. Proposals must have the endorsement of the school dean and are reviewed by the President and the Provost/SVPAA. Please be aware that funds are limited, and the deadline is October 1st. Proposals should be submitted to the Office of the Provost/SVPAA through your school dean.
Publications Costs/Reprints:
Within budget limits, the College will contribute up to $100 for copies of reprints of each article published in recognized scholarly journals. Funds are limited. Other costs associated with publication will be considered for payment, in part or in whole, within budget limits. Requests should be sent to the Provost/SVPAA through your school dean.

Assistance with Grant Applications:
Utica College recognizes the importance of grants to support initiatives that advance the College’s mission and educational priorities while maintaining the balance of teaching and scholarship of faculty dedicated to excellent teaching, dialogue with students, and pursuit of scholarly, scientific, and artistic endeavors. A major focus of the Office of Advancement, through the Office of Government, Corporate, and Foundation Relationships (hereafter referred to as the “Grants Office”), is to support faculty and staff who seek external funding for research, educational programs, and special projects. Faculty and staff are encouraged to seek such support.

The Office of Advancement, with the Office of the Provost and Senior Vice President for Academic Affairs and other offices as appropriate, directs and oversees the preparation of grant proposals. The grant officers in the Grants Office within the Office of Advancement work to secure major grants to support institutional priorities. The grant officers cultivate and maintain relationships with foundation, corporate, and governmental sources of support. They provide all pre-award support including assistance with proposal development, review, and submission.

All grant proposals, pre-proposals, applications and letters of intent are subject to Utica College approval and endorsement before they are submitted to government, corporate and foundation funding sources. Faculty and staff should consult with Amy Lindner, Executive Director of Government, Corporate and Foundation Relations by phone at (315) 792-3355 or email at aklindne@utica.edu well in advance of due dates to ensure thorough and on-time grant applications. Proposals for external funding must be reviewed and approved by the Department Chair, School Dean or Head of Administrative Division, as appropriate, Provost or his/her designee, the Office of Financial Affairs, and the Office of College Grants before submission. Please see the webpage for Corporate, Foundation, and Government Partnerships for more information, here: https://www.utica.edu/advance/cfg/.

Release Time:
The College supports faculty efforts to obtain funded release time for research and creative work. So that effective course coverage can be arranged in your absence, please provide as much advanced notice as possible to your school dean.

Other:
Clearly, there are appropriate professional development activities that do not qualify for support from any of the above funds. If you have plans for such activities, please consult your school dean regarding the possibility of assistance to facilitate your plan. The school dean will make a request and recommendation to the Provost/SVPAA for support.

Please note: Funding and eligibility for all resources listed are subject to change.