

VIII-1
CAREER DEVELOPMENT AWARDS
(Revised 4/23)

The Career Development Awards are available to Senate Faculty and include three distinct awards and fellowships:

1. FACULTY CAREER DEVELOPMENT AWARD (FCDA)

The **Faculty Career Development Award (FCDA)** program provides Assistant Professors and Lecturers with Potential Security of Employment the opportunity to strengthen their records in research and other creative activity by providing funds to enable them to spend uninterrupted time pursuing research interests or independent study. The FCDA program is specifically geared toward non-tenured faculty who, because of the nature of their position or their role in campus affairs, have encountered significant obstacles in pursuit of their research, creative work, teaching, service, or mentoring obligations, or who have made unusually time-consuming efforts in helping to achieve campus diversity. The FCDA program is also intended to support these faculty in helping the campus in meeting the goals of academic excellence and faculty diversity by ultimately contributing to the recruitment and retention of quality faculty.

Eligibility: Eligible faculty include Assistant Professors and Lecturers with PSOE. Applications may be submitted by faculty who are under review for tenure or security of employment. **However, if the applicant is subsequently awarded tenure or security of employment during the award period, then he/she is no longer eligible.** This policy is consistent with the principal purpose of the program, which is to help eligible non-tenured faculty develop a substantial record in research and creative work necessary for advancement to tenure, and should be taken into account in deciding whether to apply. Faculty are eligible to receive two FCDA awards during their career.

2. REGENTS' JUNIOR FACULTY FELLOWSHIP

The principal purpose of the program is to help eligible junior faculty develop a substantial record in research and creative work necessary for advancement to tenure.

Eligibility: Eligible faculty include Assistant Professors and Lecturers with PSOE. Applications may be submitted by faculty who are under review for tenure or security of employment. **However, if the applicant is subsequently awarded tenure or security of employment during the award period, they are no longer eligible.** Faculty are eligible to receive one Regent's Junior Faculty Fellowships during their career.

3. REGENTS' HUMANITIES FACULTY FELLOWSHIP

The purpose of the **Regents' Humanities Faculty Fellowship** program is to encourage and facilitate research, advanced or independent study, or improvement of teaching effectiveness in the humanities by providing supplemental summer or sabbatical leave salary.

Eligibility: The Humanities Fellowship Program is open to faculty members in the regular and acting Assistant and Associate professorial series, Lecturers with PSOE, and Lecturers with SOE regardless of department affiliation. However, awards are recommended only for those whose projects are clearly humanistic (i.e., studies in language, both modern and classical; religion; literature; jurisprudence; philosophy, archaeology, the history, criticism and theory of the arts; and those aspects of history, linguistics and the social sciences that have humanistic content and employ humanistic methods) or in the creative arts (painters, sculptors, composers, writers, poets, stage designers, performers and other artists in creative fields). A faculty member may receive one Regents' Humanities Faculty Fellowship during their career.

An annual call is issued during fall quarter for submission of applications for the Career Development Awards. Awards are normally announced by the end of Winter quarter.

Nature of Support: Career Development Award funding is granted for specific research proposals and related scholarly activities. Two types of awards are available: course release (one course) or summer research funds. Applications specify which type of award is being sought during the application process.

Evaluation Criteria Applications for each award are carefully evaluated with respect to the following criteria:

- a. Quality of the proposal, particularly with respect to potential for long-term career opportunities and development.
- b. Timing of the proposed project in terms of critical periods of career advancement (e.g., tenure appraisal or other impending personnel reviews).

In addition, applications for FCDA award will also be evaluated for with particular consideration given for prior and current obstacles to the development of a record in research and creative work necessary for achievement of tenure and further advancement.

Administration: The program is administered by the Office of Academic Personnel in consultation with the Office of Equal Opportunity & Discrimination Prevention and Deans. The Career Development Award Advisory Committee will review the proposals and make recommendations in each award category to the Associate Vice Chancellor for Academic Personnel.

Reporting Requirements: At the conclusion of the award period, a brief narrative report specifying activities undertaken and the manner in which they contributed to the academic career development of the awardee is required. This report is due one month after fellowship termination and should be addressed to the Associate Vice Chancellor for Academic Personnel. Future awards will not be granted if this report is not received.