

Professional Development Policy

SCHOOL OF MUSIC AND DANCE

May 11, 2017

The School of Music and Dance is committed to encouraging and supporting faculty in professional development activities that further the university's academic mission and enhance teaching, scholarship, research, creative activities, service, and equity and inclusion. Career NTTF and tenure-related faculty are eligible to apply for and receive available professional development funds. This policy does not address the expenditure of academic support account (ASA) funds, external grants or awards, which have restrictions on use, or endowment funds, which have restrictions on use.

Professional development includes, but is not limited to:

- Travel support for conducting of research and/or creative activities
- Support for presenting of research and/or creative activities
- Participation in professional organizations related to the faculty member's academic discipline and job duties
- Professional conferences
- Workshops
- Courses
- Training

The following procedures and criteria govern the allocation of available professional development funds.

- All TTF and career NTTF are eligible to apply and request financial support for professional development activities. The proposal process occurs once per year with an October 1 deadline.

The SOMD Faculty Advisory Committee shall be responsible for serving as the consultative body for current and future Collective Bargaining Agreement implementation matters for the school. The Committee shall work with the dean to develop and implement the professional development policy.

As has been the school's ongoing practice for many years, endowment earnings from the NK Richards Endowment at the UO Foundation have been earmarked to support faculty and staff professional development. Due to the size of the faculty and staff, the available revenue is distributed in equal portions to all applicants with partial funding available to each applicant assuming funds are available. It has been the practice of the school to provide partial funding support to at least one development activity per person. The size and value of the awards are dependent upon the number of applicants each year and the available resources from year to year.