



VIUFA Professional and Scholarly Development Funding

As outlined in the [VIUFA Collective Agreement, Article 12.3.1 Professional Development](#), in order to maintain excellence of instruction and educational service at Vancouver Island University, it is recognized that there is a need for faculty to have the opportunity to participate in and pursue activities related to professional development.

Next Application Deadline - November 15, 2019 - 4:00 p.m.

The Opportunity

The VIUFA Professional and Scholarly Development Committee funds amounts from \$500 up to \$2000 for members seeking financial support for collaborative professional or scholarly development activities. Larger grants will be considered if the application demonstrates significant benefit to many VIUFA members. This fund is intended for group events that enable a range of VIUFA members to collectively experience professional and/or scholarly development.

This call is for activities taking place within the next 12 months.

The VIUFA P&SD committee recognizes that members at different stages of their careers have different professional development needs and as such, priority will be given to proposals that are targeted towards the needs of specific “career-path” members (description of groups located in Appendix A below). Proposals that support individual activity will be considered only if there is a concrete plan for how the professional and or scholarly development gained will be shared amongst other VIUFA members, thereby extending the value of the professional or scholarly development to many other members.

Eligibility and Terms of Reference

All regular VIUFA members are eligible to apply.

Please see the VIUFA Collective Agreement for the Terms of Reference:
[Article 12.3.1 – Professional Development](#)

How to Apply

Complete the P&SDC Project Proposal Application Form by the application deadline and send to the Chair of the Committee, Dr. Todd Barsby at Todd.Barsby@viu.ca

In the Project Proposal Form, you will be expected to address and describe the following aspects of your project:

- Description of proposed activity and how it fits within the current professional and scholarly development context at VIU;
- Clear explanation of deliverables and timelines for the project;
- Funding amount requested and budget justification;
- Estimate of how many VIUFA members will be involved in the development of the activity, and the number of potential participants;
- Detailed plan for the promotion of the event and the recruitment of VIUFA participants;
- Explanation of how the proposed activity will contribute to one or more of the specific VIUFA membership “career-path” group(s) outlined below.

Submissions/Questions/More information

Please contact:

Dr. Todd Barsby, Chair, VIUFA Professional & Scholarly Development Committee
 Phone: 250.753.3245 extension 4208, Email: Todd.Barsby@viu.ca

Examples of Successful Proposals

- [Jason Gress, "Visiting Artist and Designer Series" - Fall 2014](#)
- [Jean Blackburn, "BCRTA Post-Secondary Branch Retirement Education Program" - Spring 2014](#)
- [Gara Pruesse, "Somatic Coaching" - Spring 2014](#)
- [Melody Martin & Laurie Meijer Drees, "Engaging with Local First Nations Communities" - Spring 2013](#)

Appendix A - Career-Path Groups

‘Early’ – Members in this group are in their first decade of work (0 – 10 years) in the post-secondary environment. Thirty-four of the 115 respondents (30%) of the survey are from this group. Data from the survey suggests that the ‘Early’ group of VIUFA members are less likely to hold a doctorate degree and are more likely than the other two groups to obtain more formal education or training because they believe that more education or training will help them with their professional growth. As well, the ‘Early’ group are a bit more likely to identify impediments to achieving their professional goals. The key impediments this group notes are: a lack of time due to workload demands and other commitments, and a lack of financial support. The ‘Early’ group are also the most likely to believe there will be changes in employers expectations in the years to come. When it comes to engaging in professional and scholarly development activities the ‘Early’ group said that finding the time to attend, as well as the schedule of the offerings are the most significant barriers to taking part. The types of activities this group would like to see supported by the VIUFA Professional and Scholarly Development committee are those related to the scholarship of teaching, and the larger membership, and there is strong support within this group for individual activities.

‘Mid’ – Members in this group have spent between 11 and 20 years in the post-secondary environment and they are the largest group of survey respondents at 42%, or 48 out of 115. Many in this group have experienced significant changes in the postsecondary environment

since they were hired due to the advent of the Internet and changes in personal, mobile computing. The 'Mid' career-path group are more likely than the average VIUFA member to have a doctorate degree, yet more than ¾ of this group are considering obtaining more formal education or training. This group is also the most likely to believe there may be impediments to achieving their professional goals. Many of these impediments are shared with the 'Early' career-path group, such as time pressures from workload and other commitments as well as a lack of financial support, but this group also identified a lack of encouragement as more of an impediment than did the 'Early' group. The barriers that exist for this group to participate in professional and scholarly development activities are similar to the 'Early' group with respects to finding the time to attend and the timing of the offerings, although the topics of the offerings were a larger barrier for this group than for either of the other two career-path groups. This may speak to the changes in their work environment these members have experienced during their tenure. The types of activities this group are more likely to see supported are group activities at regional campuses that bring likeminded scholars together to form interdisciplinary connections. This group would also like to see events about finding life/work balance, and evaluation. As well, there is interest in best practices with involving students in research, and working within a community context.

'Late' – These are the most experienced members of VIUFA, with more than 20 years of experience working in post-secondary. They comprise almost 29%, or 33 of the 115 survey respondents. Not surprisingly this group is significantly more likely than the other two career-path groups to consider leaving VIU within the next 5 or 10 years. Despite the vast experience in this group, just over a third of the 'Late' respondents indicate an interest in obtaining further education or training, although they were much less likely than the other groups to identify impediments to professional growth. Like the other groups, a lack of time due to workload demands was a significant impediment, although other commitments and a lack of financial support were less of an obstacle than for the 'Early' and 'Mid' career-path groups. This group did identify a lack of training opportunities or events as an impediment, suggesting the type of training or events currently being offered do not match well with this group's needs. As well, the 'Late' career-path group cited a lack of encouragement as a much larger impediment to achieving professional growth than the 'Early' group.

This group identified many of the same barriers to engaging in professional and scholarly development activities as did the other two career-path groups, although they were significantly more likely to find the complexity of the application process to be a barrier to their participation. This group showed much less interest in having the VIUFA Professional & Scholarly Development committee support individual activities, and a stronger interest in group activities, particularly those around retirement planning. They shared an interest with the 'Mid' group in having events about life/work balance and evaluation. Research workshops and peer-coaching models were some ideas put forth by members of this group.