

2024–2025 Career Development Chairs

Nominations are invited for Career Development Chairs for the 2024–25 academic year. Up to ten awards will be made as part of the University's program to support outstanding, tenured faculty members as they work toward promotion to Professor. As such, nominations will normally be of faculty members who have earned tenure and been promoted to associate professor within the last four years.

Conditions of the Award

Each chair is supported by an award of \$19,000 to be distributed as follows:

1. A \$2,500 honorarium for the chairholder;
2. \$10,000 in unrestricted research support, which may include equipment, supplies, research assistance, or a summer stipend for the chairholder consistent with University policies; and
3. \$6,500 for use in engaging part-time faculty to cover up to half of the chairholder's normal annual teaching assignment. (College/school funds may be used to pay for the part-time faculty, in which case the \$6,500 may be merged with the \$10,000 under item (2) for unrestricted research support.) If the chairholder will be taking sabbatical during 2023–24, the Career Development Chair course release will occur during the following academic year unless the department chair (if any) and dean give their express written approval for the two to be taken the same academic year.

Please note that funding must be expended by the end of the following fiscal year, or it will be subject to recapture. (e.g., Grants funded in May 2024 must be expended by September 30, 2025)

Each chairholder is expected to submit to the Provost a final report of the activities and accomplishments made possible by the award of the Career Development Chair.

Term of the Award

The term of the Chair is for the 2024–25 academic year. A nine-month faculty member may, at their option, use the unrestricted research support for summer salary support in either the preceding or succeeding Spring/Summer Term or a combination of both. Research support may be extended over a two-year period with the prior approval of the Provost's Office.

Eligibility

Individuals who are awarded Career Development Chairs will be faculty who hold tenure at the time of application but with no more than four years of tenure (at WSU or elsewhere) as of April 15, 2024.

Selection Procedure

A complete nomination package must include and be presented in this order. Please review the selection rubric to consider the information on which the selection committee will make their decisions.

1. a nomination by the chairperson (or dean, in non-departmentalized colleges);
2. a proposal from the chairperson (or dean) indicating how the candidate's regular duties would be reduced if the award were made;
3. a proposal from the candidate consisting of specific aims (one-half page or less) and a plan of work (two pages or less);
4. an evaluation by the appropriate unit committee;
5. an evaluation by the dean;
6. a copy of the candidate's professional record; and
7. three additional letters of support specifically solicited for the purpose of this award from persons in the same or an associated field, preferably not from Wayne State University.

The Selection Advisory Committee is comprised of former Career Development Chairholders. **Review committees are composed of faculty from diverse disciplines. Therefore, please write for highly educated professionals outside your discipline.** The Provost's Office will announce the selected chairs in April 2024.

Nominations together with supporting documents [should be uploaded using this link](#) by **Friday, December 1, 2023**. Questions about the process may be directed to the [Office of Faculty Affairs and Development](#).

Career Development Chair Selection Rubric

The purpose of this rubric is to support a standardized CDC selection process.

Construct and Evidence	1	2	3	4	Score
1. Preparation and readiness for CDC (25%) Evidence obtained from: Professional Record; Candidate's proposal; Unit administrators/unit committee endorsements	<i>No evidence of readiness to undertake CDC activities</i>	<i>Some evidence of readiness to engage in CDC activities based on prior scholarly/creative work but unclear how this work prepares the candidate for the proposed activities.</i>	<i>Evidence of readiness to engage in CDC activities based on prior scholarly/creative work with some explanation for how prior work has prepared the candidate to engage in the proposed activities.</i>	<i>Evidence of readiness to engage in CDC activities based on prior scholarly/creative work with strong evidence for how prior work has prepared the candidate to engage in the proposed activities.</i>	
2. CDC as a preparation for promotion to Professor (25%) Evidence obtained from: Professional Record; Candidate's proposal; Unit administrators/unit committee endorsements	<i>No evidence about the extent to which the CDC award will prepare the candidate for promotion to Professor.</i>	<i>Some evidence about the extent to which the CDC award will prepare the candidate for promotion but vague or limited in limited in description</i>	<i>Evidence about the extent to which the CDC award will prepare the candidate for promotion with some specific information or examples provided</i>	<i>Strong evidence about the extent to which the CDC award will prepare the candidate for promotion with specific information or examples as to how the activities link with unit promotion factors</i>	
3. Benefit to Students/Community (10%) Evidence obtained from: Candidate's proposal; Unit administrators/unit committee endorsements	<i>No evidence presented as to how the proposed activities will benefit students, local/global community, and/or scholarly/arts/professional community</i>	<i>Some evidence of the benefit to students, local/global community, and/or scholarly/arts/professional community but non-specific or vague</i>	<i>Evidence of benefits to students, local/global community, and/or scholarly/arts/professional community, including limited specific information about benefits</i>	<i>Strong evidence of benefits to students, the local/global community, and/or scholarly/arts/professional community, including examples of specific or concrete benefits</i>	
4. CDC Project Proposal (40%) Evidence obtained from: Candidate's proposal; Unit administrators/unit committee endorsements	<i>No proposal submitted by the candidate and/or the unit head.</i>	<i>CDC project ideas are presented but are not sufficiently clear to determine if the activities are feasible or sufficiently rigorous to justify funding</i>	<i>CDC project ideas are presented with some clarity, but questions remain about feasibility and/or rigor</i>	<i>CDC project is presented with clarity, is feasible, and sufficiently rigorous</i>	
Weighted Sum					