

## **FACULTY RESOURCE DEVELOPMENT POLICY AND PROGRAM FORGIVABLE LOAN PROGRAM**

Beginning October 1, 1988, the following policy and program shall go into effect. After the program has been in effect for two years, the results shall be evaluated by a committee to be appointed by the Provost. Its recommendations will be reviewed by the Council of Deans. Based on these findings, the Provost will determine whether to continue the program.

### **Eligibility:**

1. Candidates will be appointed from disciplines in which there are or threaten to be critical shortages of qualified faculty. A list of eligible departments will be prepared by the Provost after consultation with the Council of Deans.
2. Special consideration and encouragement will be given to minorities and women in those disciplines in which they are underrepresented.
3. Selections will be restricted to those who intend to enter into or continue service as faculty at Bradley University.

### **Program:**

1. Five doctoral or terminal degree support programs for Bradley faculty in the form of forgivable loans up to \$7,000 per annum, not to exceed 4 years. The funds are intended to supplement support available from the Ph.D. granting institution and it is expected that every effort will be made to receive maximum support from this source.
2. Ten Graduate Teaching Assistantships to complete a Masters Degree at Bradley. Candidates would be sought from those indicating an interest in pursuing an academic career, planning to continue toward a terminal degree in their discipline and able to demonstrate a prior record of academic excellence. Upon completion of this phase, the recipients would become eligible for the support program in 1., above.
3. Upon achievement of the terminal degree, it is expected that an appointment will be offered and accepted for a tenure track position.

### **Selection Procedure:**

Prospects will be identified by eligible departments and divisions and proposed to the dean of the College. If the chairperson/director and dean concur, the recommendation is to be forwarded to the Provost. Successful candidates and Bradley University will enter into a formal agreement in which the terms and conditions are specified.

**Non-fulfillment of Agreement Procedures:**

- 1. The University may, at its option, discontinue its support with one-year notice. If it does so, the loan obligation shall be waived.**
- 2. If the candidate is unable to complete the planned objectives, arrangements shall be made with the University for repayment of the loan amount on a negotiated schedule.**
- 3. If the University does not offer an appointment to a successful terminal degree candidate, the loan obligation is waived.**
- 4. If the successful recipient elects not to accept a position at Bradley, if offered at comparable terms to those not in the program, a minimum of 20% of the loan, including interest expense equal to the prime rate, would be repaid each year until the obligation is satisfied.**