

BOT-UFF POLICY 15: PROFESSIONAL DEVELOPMENT ~~LEAVE AWARDS~~ AND SABBATICALS

I. Professional Development ~~Leave Awards~~

A. Purpose

To provide employees who are not eligible for Sabbatical ~~Leaves~~ with ~~leave teaching and service release~~ opportunities to increase the employee's value to the University through enhanced opportunities for professional renewal, educational travel, formal education, research, writing, or other experience of professional value, not as a reward for service.

II. Professional Development ~~Leave Awards~~ Policy

Each year, the University shall make available at least one (1) professional development ~~leave award~~ at full pay for one (1) semester or its equivalent, for example, leave at half pay for two (2) semesters for each twenty (20) eligible nontenure earning employees, subject to the conditions set forth below.

A. Eligibility

All employees with ~~three (3) or more years of full-time continuous service at FIU, except those who are serving in tenure-earning or tenured positions, shall be eligible for professional development leaves during fiscal years 2011-2012 and 2012-2013. After July 1, 2013, all employees with~~ at least six (6) years of full-time continuous service at FIU, except those who are serving in tenure-earning or tenured positions, shall be eligible for professional development ~~leaves~~ awards. An employee who is compensated through a contract or grant may receive a professional development ~~leave~~ award only if the contract or grant allows for such ~~leaves~~ an award and the employee meets all other eligibility requirements.

B. Terms of Professional Development ~~Leave Award~~

1. The employee must return to the University for at least one (1) academic year following conclusion of the ~~leave~~ award, unless other arrangements are agreed to in writing by the Provost or designee

before the leave is taken. If neither of these conditions is satisfied, the employee shall be required to return to the University the salary paid the employee by the University during the ~~leave~~award.

2. Employees will not be eligible for another professional development ~~leave~~award until they complete six (6) additional years of continuous service.
3. An employee who fails to spend the time as stated in the application shall reimburse the University for the salary received during such ~~leave~~award.
4. The University shall continue normal contributions to retirement and Social Security programs on a basis proportional to the salary paid the employee during the professional development ~~leave~~award period. University contributions normally made to employee insurance programs and other employee benefit programs shall be continued during the period covered by the professional development ~~leave~~award.
5. Eligible employees shall accrue vacation leave, if applicable, and sick leave on a ~~fulltime~~ full time basis during the professional development leave.
6. The employee must provide a brief written report of the employee's accomplishments during the professional development ~~leave~~award to the President or designee upon return to the University.
7. While on ~~leave~~the award, an employee shall be permitted to receive funds for travel and living expenses, and other professional development leave-related expenses, from sources other than the University, such as fellowships, grants-in-aid, and contracts and grants, to assist in accomplishing the purposes of the professional development leave. Receipt of non-salary funds for such purposes shall not result in reduction of the employee's University salary but must be reported to the University in advance of the professional development ~~leave~~award, if practicable. Grants for such financial assistance from other sources may, but need not, be administered through the University. If financial assistance is received in the form of salary, the University salary shall normally be reduced by the

amount necessary to bring the total salary of the professional development ~~leaveaward~~ period to a level comparable to the employee's current year salary rate. Employment unrelated to the purpose of the professional development ~~leaveaward~~ is governed by the provisions of the BOT-UFF Policy on Conflict of Interest/Outside Activity.

C. Professional Development ~~LeaveAward~~ Procedures

1. Application and Selection

- a) Application for professional development ~~leaveaward~~ shall be submitted on the FIU Professional Development ~~LeaveAward~~ Application Form found on the Academic Affairs website.

~~(http://academic.fiu.edu/faculty_resources.html).~~

No professional development ~~leaveaward~~ will be awarded without a completed application form. Each application shall contain an appropriate description of the project or work to be accomplished during the ~~leaveaward~~; an indication why the applicant believes the product or work to be undertaken will improve the productivity of the department or improve their professional contribution to the department/unit of which the applicant is a part; any anticipated supplementary income, and a statement that the applicant agrees to comply with the conditions of the professional development ~~leaveaward~~. Thereafter, the applicant's supervisor may submit a letter of endorsement supporting their request and noting expected benefits to the unit.

- b) The University shall select applicants on the basis of whether completion of the project or work would enhance the employee's contributions to the employee's department/academic unit. Completed application forms must be received by the Provost or designee by the announced deadline for consideration for the following academic year. The application deadline dates are generally in October/November prior to the academic year beginning in August.

c) The Provost will appoint a committee that will evaluate and rank order the applications. No member of the committee shall also be an applicant for a professional development ~~leave~~award. The chairperson of the committee will be elected by a vote of a majority of at least a quorum of the members of the committee. The committee will develop its ranking based on the specific criteria that completion of the project would improve the productivity of the department of which the employee is a part. The committee, in ranking the applicants, shall also consider the benefits of the proposed program to the employee, the University and the profession; an equitable distribution of professional development ~~leaves~~awards among colleges, divisions, schools, departments and disciplines within the University; the length of time since the employee was relieved of other assigned duties for the purpose of professional development; and the length of service since the previous professional development ~~leave~~award or initial appointment. The committee shall submit a ranked list of recommended employees to the Provost or designee. The Provost or designee shall make appointments from the list and shall notify the committee chairperson. In the event the Provost does not follow the committee's ranking, the committee chair may request to consult with the Provost or his designee prior to making the appointment.

d) No more than one (1) employee in each department/unit need be granted ~~leave~~ such an award at the same time.

2. Notification of Employees

Eligible employees shall be notified annually by January 15 regarding eligibility requirements and application deadlines. Applicants shall be notified as to whether or not their proposed ~~leaves~~awards have been granted no later than March 15.

III. Sabbaticals~~Leaves~~

A. Purpose

Sabbaticals are granted to increase tenured faculty members' value to the University through enhanced opportunities for planned travel, research, writing, professional renewal, study, formal education or other experiences of professional value. Sabbaticals are not granted as a reward for service.

B. Sabbatical Policy

1. Types of Sabbaticals:

a) Competitive Sabbaticals

Each year, the University shall make available at least one (1) sabbatical, at full pay for one (1) semester and one (1) sabbatical at two-thirds pay for two semesters for each forty (40) tenured employees.

b) Non-Competitive Sabbaticals

The University shall make available to each tenured employee whose application has been received and reviewed by the University, a sabbatical for two (2) semesters (i.e., one (1) academic year) at half-pay or its equivalent, subject to the conditions set forth in this Policy.

2. Eligibility for Sabbaticals

Full-time tenured employees with at least six (6) years of full-time, continuous service with FIU shall be eligible **to apply** for competitive full-pay sabbaticals~~s-leave~~, non-competitive sabbaticals, and two-thirds pay sabbaticals~~s-leave~~. A tenured employee who is compensated through a contract or grant may receive a sabbatical ~~leave~~ only if the contract or grant allows a sabbatical and the employee meets all other eligibility requirements.

3. Terms of Sabbatical Program

a) No more than one (1) faculty in a department/unit need be awarded a sabbatical at the same time.

- b) The employee must return to the University for at least one academic year following participation in the program unless other arrangements are agreed to in writing and approved by the Provost prior to participation. If neither of these conditions is satisfied, the employee must return to the University any salary received from the University during their participation during the sabbatical.
- c) Within thirty (30) days after returning from a sabbatical, the employee must provide a brief written report to the Provost of the employee's accomplishments during the sabbatical. This report shall include information regarding the activities undertaken during the sabbatical, the results accomplished as they affect the employee and the University, and the research or other scholarly work produced or expected to be produced as a result of the sabbatical.
- d) Employees who have received a sabbatical shall not normally be eligible for another sabbatical until six (6) years of continuous service at FIU following the completion of the previous sabbatical.
- e) University contributions normally made to retirement and Social Security programs shall be continued during the sabbatical leave on a basis proportional to the salary received. University contributions normally made to employee insurance programs and any other employee benefit programs shall be continued during the sabbatical.
- f) Eligible employees shall continue to accrue vacation and sick leave on a full-time basis during the sabbatical ~~leave~~.
- g) While on ~~leavesabbatical~~, an employee shall be permitted to receive funds for travel and living expenses, and other sabbatical-related expenses, from sources other than the University, such as fellowships, grants-in-aid, and contracts and grants, to assist in accomplishing the purposes of the sabbatical. Receipt of funds for such purposes shall not result in a reduction of the employee's University salary, but shall be reported to the employee's supervisor in advance, if

practicable, of the sabbatical. If financial assistance in the form of salary is received during the sabbatical, the University salary shall normally be reduced by the amount necessary to bring the total salary of the sabbatical period to a level comparable to the employee's current year salary rate.

4. Employment unrelated to the purpose of the sabbatical ~~leave~~ is governed by the BOT-UFF Policy on Conflict of Interest/Outside Activity.

C. Sabbatical Procedures

1. Applications

- a) Applications for sabbaticals must be submitted on the FIU Sabbatical Application Form found on the Academic Affairs website (http://academic.fiu.edu/faculty_resources.html). No Sabbatical will be awarded without a completed application form. Each application shall include a statement describing the program and activities to be followed while on sabbatical, the expected increase in value of the employee to the University and the employee's academic discipline, specific results anticipated from the leave, any anticipated supplementary income, and a statement that the applicant agrees to comply with the conditions of the sabbatical program as described in this Policy.

- b) Applications shall be submitted to the Office of the Provost with a copy filed with the appropriate dean/director who will in turn, provide evaluative comments and a recommendation to the Office of the Provost.

- c) Completed application forms must be received by the Office of the Provost by the announced deadline for consideration for the following academic year. The application deadline dates are generally in October/November prior to the following academic year beginning in August.

2. Selection

a) Sabbaticals at half-pay shall be granted unless the University has determined that the conditions set forth in this Policy have not been met or that departmental/staffing considerations preclude such sabbatical from being granted. In this latter instance, the employee shall be provided the sabbatical in the following year, or at a later time as agreed to by the employee and the University. The period of postponement shall be credited for eligibility for a subsequent sabbatical.

b) If there are more applications for competitive sabbaticals than available competitive sabbaticals, a University Sabbatical Committee elected every two (2) years by and from the tenured employees shall rank the applicants. The committee shall include at least one representative from each of the various colleges and schools. No member of the committee shall also be an applicant for a sabbatical. The chairperson of the University Sabbatical Committee shall be elected by members of the committee. The committee, in ranking the applicants, shall consider the benefits of the proposed program to the employee, the University and the profession; an equitable distribution of sabbaticals among colleges, divisions, schools, departments and disciplines within the University; the length of time since the employee was relieved of teaching duties for the purpose of research and other scholarly/creative/professional activities; and length of service since previous sabbatical or initial appointment. The Committee shall submit a ranked list of recommended employees to the Provost or representative. The Provost or designee shall make appointments from the list and shall notify the committee chairperson. In the event the Provost does not follow the committee's ranking, the committee chair may request to consult with the Provost or his designee prior to making the appointment.

c) If there are fewer applications for competitive sabbaticals than available competitive sabbaticals, the University sabbatical committee shall make a recommendation to the Provost or representative how many sabbaticals should be awarded based on the quality of the applications.

d) The Provost or designee will review the non-competitive sabbatical applications (half pay/two semesters) for compliance with the eligibility requirements set forth in this Policy.

e) Notification of Employees. ~~Eligible~~ employees shall be notified annually by January 15 regarding eligibility requirements and application deadlines for sabbatical leaves. Applicants shall be notified as to whether or not their proposed leaves have been granted no later than March 15. Applicants shall notify the Provost of their acceptance of their awards within two weeks of receiving notification.

~~IV. Other Study Leave and Retraining~~

~~A. Purpose~~

~~Other study leave and retraining may be provided when it is in the University's best interests to make such opportunities available.~~

~~B. Policy~~

~~1. Job Required~~

~~An employee required to take academic course work or participate in professional development activities as part of assigned duties shall not be required to charge time spent attending classes during the workday to accrued leave.~~

~~2. Job Related~~

~~An employee may, at the discretion of the supervisor, be permitted to attend up to six (6) credit hours of course work per semester or participate in an equivalent number of hours of professional development during the workday, provided that the course work or professional development is directly related to the employee's assigned responsibilities and the supervisor determines that attending classes or professional development activities will not interfere with the proper operation of the employee's~~

~~department/academic unit. Employees may, in accordance with this
Policy and the BOTUFF Policy on Leaves, use accrued annual leave
for job-related study.~~

~~C. Retraining~~

~~The University may, at its discretion, provide opportunities for retraining
of employees. Such opportunities may be provided to employees who are
laid off, to those who are reassigned, or in other appropriate circumstances.
These retraining opportunities may include enrollment in tuition-free
courses under the provisions of the BOTUFF Policy on Benefits and/or
Sabbaticals or Professional Development Leave.~~

