



COLLEGE OF ARTS AND SCIENCES – JUNIOR FACULTY LEAVE POLICY

UPDATED

11/13/2013

Recruiting and supporting the best faculty is of fundamental importance. For tenure-track faculty the College seeks to have high standards, establish clear expectations, and provide the opportunity for meeting these expectations. One aspect of this opportunity is ensuring that faculty members have adequate time to engage in their research, scholarship, and creative productions. Accordingly, the College will continue the policy of junior faculty leaves that has been in effect since the 2006-07 year:

- All tenure-track A&S faculty will be eligible to apply for a one-semester leave during their probationary period.
- During this leave the faculty member will be relieved of regular teaching and administrative obligations for the semester, with a reduction of the normal semester teaching load in the department.
- Faculty may request this leave for any point after the third-year reappointment and before the year of mandatory tenure review.
- In those areas where this time is most valuable at the start of the probationary period (i.e., the lab sciences and other fields where lab set-up and grant preparation is front loaded), or a unique opportunity presents itself for scholarly or creative activity, this semester *may* be requested earlier.
- The conditions of this leave are a) a proposal from the faculty member; b) recommendation from the Chair; c) a commitment of the faculty member to return to the University of Miami for at least a year after the leave; and d) approval by Douglas Fuller, Senior Associate Dean for Faculty Affairs and College Diversity and/or the Dean.
- The faculty member must submit a report of activities to both the department Chair and the Senior Associate Dean for Faculty Affairs and College Diversity within three months of their return from leave.
- To the extent possible, these leaves will be covered collegially, but the College assumes that it may in many and perhaps all, cases need to increase the department's PT/OT budget. Requests for increase in the PT/OT budget should accompany the Chair's recommendation.
- A faculty member may request of the Chair to spread out their course reduction over more than one semester, but would then forgo having a semester leave.