RECOMMENDATION FOR A FACULTY LEAVE FOR
PROFESSIONAL/CAREER DEVELOPMENT FOR ACADEMIC YEAR 2019-2020

POLICY REFERENCE E18.0, University Policies and Procedures:

ELIGIBILITY Full-time member of the faculty for a minimum of six years. Only tenured faculty members are eligible to apply for a leave.

After having been granted a leave, a faculty member will again become eligible for a leave only after having served six years as a full-time faculty member at the university, dating from the end of the academic year during which the previous leave took place.

INITIATED BY Faculty member desiring a leave

PROCESS Faculty member → department chair (or equivalent) → dean (or equivalent) → provost and senior vice president for Academic Affairs for distribution to the Committee on Professional/Career Development Leaves

DIRECTIONS Applications should be scanned and submitted electronically in PDF format to academicaffairs@rit.edu. The form, with all required signatures, and recommendations are required for submission – a scanned document is acceptable.

DESTINATION Provost and Senior Vice President for Academic Affairs

TIMELINE Policy E18.0, section 3.A and B (http://www.rit.edu/academicaffairs/policiesmanual/e180)
Policy E18.0 – Faculty Leave for Professional/Career Development provides RIT faculty with an opportunity to request a professional leave every seven years to develop their teaching, research and/or leadership skills. Such requests are framed in a formal proposal that is submitted in the fall of the year preceding the year in which the professional leave is requested. This memorandum provides guidance to faculty on constructing successful professional leave proposals. These proposals and application materials (as described in E18.0) are due to your academic department chair/director by September 1, 2018 in order to be considered for professional leave in AY 2019-2020.

The Professional/Career Development form that must accompany your proposal can be found here. Please be sure to use this form as it reflects the information below. Incorrect or incomplete forms will be returned.

Every year, the Committee on Professional Development Leaves ranks all the proposals, based on merit, according to the criteria summarized through the planned activities during the leave, the benefit to the university, the professional development of the faculty member, the resources needed to accomplish the objectives of the leave and the expected outcomes (including the deliverables or achievements) from the leave.

While many proposals are meritorious, those that are most likely to be funded are those that have strongly articulated the merit against the above-mentioned criteria. To assist faculty in crafting their proposal, I have consulted extensively with the Committee on Faculty Development Leaves and the Council of Deans to develop five key questions that will serve as guidance for competitive proposals:

1. How does the proposed work exceed normal scholarship expectations, as described in the faculty member’s plan of work? That is, specifically how will the additional time created by leave from teaching and service responsibilities be allocated to achieve greater scholarship outcomes than usual?

2. How is professional leave from teaching and service commitments important for the project’s success? For example, projects involving an off-campus component would be greatly facilitated by, if not hinge upon, the granting of leave from teaching and service commitments.

3. What are other sources of funding (e.g. opportunities featured on the Faculty Grant Opportunities website) that would support the proposed work? Are there sources of funding that
would be a better fit for supporting the proposed work?

4. Describe how you anticipate this professional leave will impact your career. What will be the incremental professional growth that will result if the outcomes are achieved?

5. Describe the benefits of the proposed activity to the university. For example, how well does the activity advance your field while promoting teaching, training, and learning?

In addition to these questions, I am also posting a number of proposals from last year that were rated as exceptional by the Committee. You can find them on the Academic Affairs website.

It is my hope that these guiding questions and the examples of excellent proposals from last year will help faculty in writing successful proposals.
APPLICATION AND RECOMMENDATION FOR A FACULTY LEAVE FOR PROFESSIONAL/CAREER DEVELOPMENT FOR ACADEMIC YEAR 2019-2020
(PLEASE SUBMIT A PDF ELECTRONICALLY TO academicaffairs@rit.edu)

Name _______________________________ Date of Initial Employment _______________

College/Institute/Center_________________________School/Department____________________

Semesters When Last Leave Was Taken _____________________________________

Rank: ___Associate Professor  ___Professor

Project title: ________________________________

Dates of proposed leave: (check all that apply)

Faculty on 9-month contracts: ___Fall Semester ___Spring Semester

Type of compensation desired: (Check one)

___ One (1) semester leave pay at 100 % pay of the 9-month period.

___ Two (2) semester leave at 50% of regular academic year 9-month salary.

Faculty on 12-month contracts: ___Fall Semester ___Spring Semester

Type of compensation desired: (Check one)

___ One (1) semester (fall, spring, or summer) leave pay at 100 % pay for the 12-month period.

___ Two (2) semester leave (including summer) at 50% of the 12-month salary.

External financial support (scholarships, fellowships, research grants, etc. obtained for this project). List the name of external source(s), date and amounts. Use a separate sheet if necessary.

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PLEASE SCAN AND SUBMIT ELECTRONICALLY TO academicaffairs@rit.edu
Conditions of Leave

The recipient of a professional development leave is obligated to return to the university for a period of one (1) academic year following the leave period. If this obligation is not met, the recipient must refund any payments received during the leave. The terms of repayment will be specified in writing. Usually, repayment must be made within five years.

Benefits shall be continued during the leave. Contributions to the retirement plan will be based on the actual salary paid to the faculty member during the leave. A faculty member may accept other grants, awards, or income during a leave, but must remain in compliance with RIT’s Individual Conflict of Interest and Commitment Policy (C4.0).

Summary of Accomplishments: Within two months after returning to RIT, the individual shall transmit through the academic department head and dean to the provost a report of professional activities and accomplishments during the leave. It is the faculty member’s responsibility to retain the report as well as the evaluations by the dean and the department head as these documents will be required if another leave is requested in the future.

______________________________________________________ __________________
Applicant        Date

Recommendations for Leave

Attach WRITTEN Recommendations from Department Chair/Director (or equivalent) and Dean (or equivalent)

___Recommend  ___Not Recommend      ______________________________      __________
Department Chair                 Date

___Recommend  ___Not Recommend      ______________________________      __________
Director                         Date

___Recommend  ___Not Recommend      ______________________________      __________
Dean                              Date

___Recommend  ___Not Recommend      _______________________________      __________
Chair, Committee on Professional/ Career Development Leaves      Date

___Recommend  ___Not Recommend      _______________________________      __________
Provost and Senior VP for Academic Affairs      Date

___Recommend  ___Not Recommend      _______________________________      __________
President                        Date
Summary of Leave Plan
To be completed by applicant. Include a full proposal and CV. Be sure to address the following questions in your proposal:

Title of Proposal
Abstract – Please use the questions below to frame the abstract

1. How does the proposed work exceed normal scholarship expectations, as described in the faculty member’s plan of work? That is, specifically how will the additional time created by leave from teaching and service responsibilities be allocated to achieve greater scholarship outcomes than usual?

2. How is professional leave from teaching and service commitments important for the project’s success? For example, projects involving an off-campus component would be greatly facilitated by, if not hinge upon, the granting of leave from teaching and service commitments.

3. What are other sources of funding (e.g. opportunities at https://www.rit.edu/academicaffairs/facultydevelopment/grants-scholarships/timelines) that would support the proposed work? Are there sources of funding that would be a better fit for supporting the proposed work?

4. Describe how you anticipate this professional leave will impact your career. What will be the incremental professional growth that will result if the outcomes are achieved?

5. Describe the benefits of the proposed activity to the university. For example, how well does the activity advance your field while promoting teaching, training, and learning?