

The Professional Development Committee met Dec. 5 2.000 with Andy Kramer representing the Research Council. Our purpose was to revise the joint recommendation on professional leave policy in light of concerns expressed by Senators at their most recent meeting. Working from the relevant portion of the draft minutes of the Faculty Senate and from Anne Mayhew's draft suggestion for revisions, we agreed on the document that appears below. (The Research Council has yet to meet to approve this document to again make it a joint recommendation.) Additions to the previous joint recommendation are highlighted in red, and deleted words appear in strike-out.

In keeping with Dr. Gilley's charge to advance the University of Tennessee into the ranks of the "Top 25 Public Universities" in the country we present this joint recommendation from the Research Council and the Professional Development Committee of the Faculty Senate. To provide for regular opportunities to re-invigorate our faculty and thereby increase the overall productivity of our university, we propose that the following "Faculty Development Program" be enacted. We note that the proposed program will enhance consistency and accountability across the University and visibility outside of the University. Policies similar to that which we are proposing are in place in many of the "Top 25" institutions as well as among our peers (please see the attached spreadsheet) and all emphasize the mutual benefits that accrue to both their faculties and their universities in general. Below, we detail our proposal for establishing the "Faculty Development Program" at the University of Tennessee. **Once this proposal is approved by the Board of Trustees, we recommend that the Faculty Senate be represented on the committee charged with incorporating the new policy into the Faculty Handbook.**

#### Eligibility & Frequency

- All full-time, tenured faculty
- Every six years. **The exact schedule and rotation will be determined by the department.**
- **Eligibility begins to accrue with the first tenure-track appointment.**

#### Pay & Benefits

- One semester: full pay and full benefits (e.g. health, retirement)
- Two semesters: half pay and full benefits

#### Application Procedure

- Faculty member submits a proposal to their department head detailing how the time spent will enhance their research/**creative activity** and teaching ~~program~~ and the anticipated benefits (both individually and institutionally) of their participation
- Each department should incorporate into their bylaws procedures for deciding on the acceptability of these proposals
- Scheduling of individual leaves will rest with the department in coordination with the College

#### Program Funding, Departmental and Participant Responsibilities

- ~~No additional monies are necessary to fund this program~~ Academic departments should arrange a rotation of courses and administrative assignments that allow faculty to participate in the program with minimal disruption of departmental offerings and functions. To assure equitable access to the program across the University, supplemental College and/or University funding may be needed to allow some departments to provide necessary instruction.
- Faculty participating in the program are to be paid their salaries and benefits as usual and ~~departmental colleagues are expected to cover their classes and administrative responsibilities~~
- Faculty participating in the program are expected to make arrangements for graduate student advising responsibilities before leaving campus
- Faculty participating in the program are encouraged to take the “2-semester” option, thereby freeing half of their salary, which is to be returned to the home department to hire replacements, if necessary
- Faculty participating in the program are encouraged to apply for external funds to augment their salaries, but are precluded from taking full-time employment at another institution during their participation in the program

#### Return to the University

- Faculty participating in the program must return to the University for at least one year of full-time employment
- Within one semester of returning to the University, a written report must be submitted describing the activities carried out and benefits achieved from participation in the program
- Within one semester of returning to the University, the faculty member should present a departmental colloquium to their colleagues and students describing the activities carried out and benefits achieved from participation in the program