



THE UNIVERSITY OF TENNESSEE
KNOXVILLE

FACULTY SENATE

Thursday, November 9, 2000

MEMORANDUM

To: Faculty Senate
From: Professional Development Committee, Research Council
Subject: Faculty Development Program

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 also note that the proposed program will enhance consistency and accountability across 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 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:

Eligibility & Frequency

- All full-time, tenured faculty
- Every six years

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 program and teaching 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
- Faculty participating in the program are to be paid their salaries 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