

# **Faculty Welfare Committee**

Recommendations on  
Professional Improvement Leave

# Faculty Welfare Committee 2007-2008

## Members in 2007 – 2008

Charlene LeBleu, Architecture, Chair

Ron Herring, Payroll & Employee Benefits

Don Large, Exec. Vice President for Business  
& Finance

Samia Spence, Foreign Languages

Joseph Kemble, Horticulture

Kermit Davis, Management

Debra Beard, Clinical Sciences

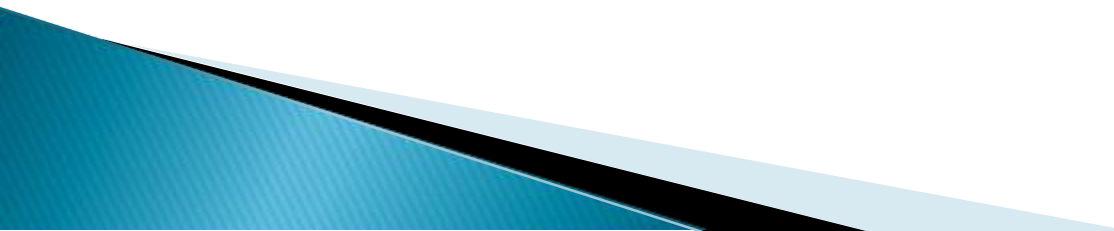
Mary Ann Potter, Consumer Affairs

Roy Hartfield, Aerospace Engineering

Kevin Huggins, Nutrition and Food Science

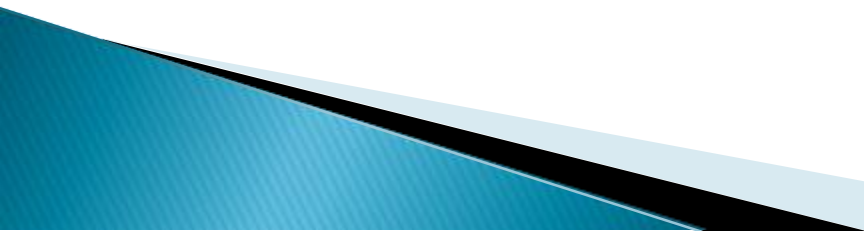
*Many thanks to Drew Clark for his research input  
and to Roy Hartfield for drafting and editing.*

# FW Committee charge

1. Revise policy to be based on accountability and awarded to faculty members who have strong performance evaluations
  2. Suggest guidelines and procedures on application process
  3. Develop suggestions as to whether faculty members can stay in town and/or come to campus while on leave rather than travel elsewhere
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# Faculty Handbook

## Existing Policy and Suggested Changes

- ▶ *The University recognizes the importance of activities that provide an opportunity for professional renewal and growth. Efforts are made to fund as many professional improvement leaves as possible each year.*
  - ▶ *Except in cases of financial hardship, funds are made available for professional improvement leave for at least 4% of the tenured faculty members per year.*
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# Faculty Handbook

## Existing Policy and Suggested Changes

### ▶ *NEW*

- *This paid professional improvement leave is awarded based on merit through an application process. To ensure maximum flexibility in improving and enriching the capabilities of faculty members from diverse backgrounds, no restrictions are placed on where the development activity occurs or the type of improvement activity which is to be perused provided that the activity is approved through the application process.*

# Faculty Handbook

## Existing Policy and Suggested Changes

- ▶ *A tenure-track faculty member is eligible for a professional improvement leave after four calendar years of full-time employment.*
- ▶ *A tenured faculty member is eligible for a professional improvement leave after six calendar years of full-time employment.*

# Faculty Handbook

## Existing Policy and Suggested Changes

- ▶ *He or she may be granted one semester at full salary or two semesters at half salary. In order to facilitate such leaves, department heads should arrange teaching loads and course offerings in such a way as to minimize the need for additional funding to the department. The University recognizes that departments in which faculty do not have research appointments will need extra help in providing such leaves.*
  - *Provision remains “as is.”*

# Faculty Handbook

## Existing Policy and Suggested Changes

- ▶ *The application must be accompanied by a proposed program which gives reasonable promise of contributing to the improvement of the applicant's professional services to Auburn University. A fall deadline for applications for leave for the following academic year will be announced by the Office of the Provost. Application should be submitted through the department head and the dean to the Office of Provost. Professional improvement leaves are competitively awarded.*
- ▶ *NEW...added*
  - *Preference will be given to proposals of faculty who have a proven record of success in research, teaching and/or outreach.*




# Faculty Handbook

## Existing Policy and Suggested Changes

- ▶ *A faculty member granted professional improvement leave must serve as a member of the Auburn faculty for one year after taking leave. If he or she does not do this, he or she must reimburse the University for paid leave time. A faculty member granted professional improvement leave with pay must submit a written report of his or her activities and accomplishments to his or her dean and the Provost by the end of the first semester after returning to campus.*
- *Provision remains “as is.”*

# Faculty Handbook

## Existing Policy and Suggested Changes

- ▶ *A faculty member on leave with compensation may receive fellowship support or part-time teaching or research appointments which do not interfere with their programs. The compensation for the period of the leave should not be greater than the total University salary would have been plus a reasonable allowance for relocating and meeting the cost of living in a new location.*
  - ▶ *New...condensed to:*
    - ▶ *A faculty member on leave with compensation may receive fellowship support or part-time teaching or research appointments which do not interfere with their programs.*
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# Faculty Handbook

## Existing Policy and Suggested Changes

### ▶ *New*

- *Professional improvement leaves granted to the outgoing Chair and Secretary of the Auburn University Senate are not covered by the provisions of this program.*

# Recommendations of the FW Committee

- ▶ Auburn University will adopt the Professional Improvement Leave Program policy change
  - ▶ The Provost's Office will provide funding for at least 4% of the tenured faculty members per year
  - ▶ Implementation will begin Fall 2008
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