Policy title: JUNIOR FACULTY PROFESSIONAL DEVELOPMENT

Effective: September 26, 2001
Revisions: August 19, 2005; October 31, 2005; February 18, 2013
Reviewed: July 7, 2016

PURPOSE/INTENT

The College is committed to enabling research and publication opportunities for tenure-eligible assistant professors and Continuing Status-eligible faculty. The Junior Faculty Professional Development Leave program (JFPD) provides support for junior faculty who have received a positive 3rd Year Review to enable them to spend one semester prior to their tenure or Continuing Status review pursuing research without other duties and responsibilities.

UNIVERSITY OF ARIZONA POLICY

Individuals on any paid leave of absence can continue to participate in insurance programs through existing payroll deductions (See UHAP 10.01.10)

COLLEGE OF SOCIAL AND BEHAVIORAL SCIENCES POLICY

A Junior Faculty Professional Development Leave may be taken in the second semester of the faculty member’s third year of appointment, or in either semester of the fourth or fifth years.

JFPD Leave applications follow the same procedures and deadlines as Sabbatical applications.

JFPD Leaves are granted only on condition that the employee subsequently returns to the University for a like period of further service. Within two semesters of their return, faculty who have completed JFPD Leaves must submit a report their scholarly achievements during the leave to the Dean’s office. If the employee chooses not to return, their case will be reviewed by proper authorities and they may be required to refund the amount of pay received during the period of the Leave.

JFPD Leave proposals are reviewed by the SBS Sabbatical Advisory Committee and are awarded on the basis of merit. Final decisions are made by the Dean. Awards will be based on the quality of the proposed project, on the evaluations provided by the candidate’s department Head or Director and by one additional reference (either internal or external), and on the quality and appropriateness of any submitted fellowship or grant proposal(s) which accompany the application.

The JFPD Leave program is not competitive in the sense that there are normally no limits on the number JFPD Leaves that may be awarded by the college in any one year.

Eligibility & Application

Applications for a JFPD Leave are due in the Dean’s Office by November 1 of the year proceeding the academic year in which the leave is to be taken. In some cases, we accept applications for the same academic year.

Eligibility criteria include:
   a) An appointment at the assistant level  
   b) A tenure or Continuing Status home in an SBS unit  
   c) A favorable 3rd Year Review
CONSIDERATIONS

Department Heads and Directors should consult with junior faculty on the optimal timing for a JFPD Leave, and have discretion to recommend the timing of JFPD Leaves in order to best fulfill the unit’s responsibilities.

SBS will provide funds to the junior faculty member’s department for one course during the Leave.

JFPD Leaves do not impact Tenure/CS&P or Sabbatical clocks.