



THE UNIVERSITY OF ARIZONA

College of Social & Behavioral Sciences

Policy title: JUNIOR FACULTY PROFESSIONAL DEVELOPMENT

Effective: September 26, 2001

Revisions: August 19, 2005; October 31, 2005; February 18, 2013; September 19, 2020; February 26, 2021

PURPOSE/INTENT

The College is committed to enabling research and publication opportunities for tenure-eligible assistant professors and Continuing-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

None.

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. They are granted only on condition that the employee subsequently returns to the University for a like period of further service. If the employee chooses not to return, the case will be reviewed by proper authorities and the faculty member 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; the evaluations provided by the candidate's unit head or director and one additional reference (either internal or external); and 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. Faculty who have completed JFPD Leaves must submit a post-leave report to the Dean's office.

Eligibility & Application

Eligibility criteria are an appointment at the assistant level; a tenure or Continuing Status home in an SBS unit; and a favorable 3rd Year Review.

Applications for a JFPD Leave are due in the Dean's Office by November 1 of the year preceding the academic year in which the leave is to be taken. Applications can be submitted concurrently with 3rd Year Review and can be approved pending a positive review outcome. In some cases, the college can also accept applications for the same academic year.

CONSIDERATIONS

Unit heads and directors should consult with 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 faculty member's unit for one course during the Leave. JFPD Leaves do not impact Tenure/CS&P or Sabbatical clocks.