

Goeden Faculty Award *for Junior Faculty Leave*

Goals.

- To motivate the professional development of junior faculty
- To reward those who have developed adequately towards tenure
- To facilitate this development by providing additional research time for research & publication
- To maintain the attractiveness of our jobs in a profession where formal junior leaves are becoming increasingly common.

Eligibility.

Junior faculty are eligible for release time in the fourth year of their tenure clock *if* they receive a positive third-year review.

Recommendation for Leave.

A positive formal review in the third year would constitute a recommendation to the Dean that the release time be granted; by University guidelines, this recommendation would take the form:

“Teaching, scholarship, and service are all developing satisfactorily, though more time will be needed before a definitive judgment can be made.”

Should a faculty member not receive this recommendation, he or she would be eligible for reconsideration for release time at the next annual review, by which time any concerns raised in the third-year review would need to have been addressed.

In all cases, the senior faculty’s recommendation would be subject to the Dean’s approval.

Duties during Leave.

In the event that approval is granted, during the fourth year on the tenure clock the faculty member would teach three courses in the fall and be released from the two courses in the spring.

The junior faculty member would be released from teaching but not from other Departmental and University responsibilities, including committee work, advising, graduate exams, and other service responsibilities. By remaining active on the faculty, an individual receiving a *Goeden Faculty Award* would continue to be paid and to participate in the University benefits program; the tenure clock would also continue to run.

Reporting after Leave.

By the beginning of the fall semester following the *Award* period, faculty holding an *Award* would submit a report to the Dean and Chair summarizing the accomplishments of the *Award* period; this report would be included in the tenure and promotion file.