

EHS Beliefs and Values Concerning Faculty Leaves

The School of Education, Health and Society values the efficacy of Assigned Research and Faculty Improvement leaves. The School encourages faculty to take advantage of this benefit in order to enhance disciplinary and pedagogical research as well as to advance overall faculty development.

Our division takes the approval process for faculty leaves very seriously and has therefore established beliefs and values to guide this very significant process. Below, please find a compilation of these beliefs and values.

The School of Education, Health and Society believes that:

- Assigned research and faculty improvement leaves should be awarded to faculty who demonstrate signs of continuous progress in becoming a high quality teacher and researcher.
- Faculty improvement leaves should be given to support a faculty member's established research agenda or to enhance his/her pedagogical practice in the classroom.
- Leaves should be awarded to faculty members who have successfully served for five years as university administrators and who at the conclusion of their administrative service choose to return to full-time teaching. In this way, the leave assists the returning faculty member to get prepared for the rigors of classroom teaching, to read and synthesize literature that is current and cutting-edge in his/her field and to begin the essential steps of rejuvenating her/his research agenda.
- Assigned research leaves should be given to tenure-eligible faculty members to give them opportunity to, in a full-time fashion, pursue the implementation of their research agenda.
- Associate professors who are pursuing promotion to full professor should be given serious consideration for either an assigned research appointment or a faculty improvement leave.
- Leave proposals are given serious consideration when the proposer locates the purpose of the leave within the context of the department, division, and university's goals and visions. While we understand the significance of individual achievement, we are also cognizant of the necessity for faculty to align their work with the needs of the broader university community on a continuing basis.

Given these beliefs and values, the School of Education, Health and Society will consider granting a number of assigned research or faculty improvement leaves each year based on current budgetary considerations. Leaves will be considered for:

1. Tenure-eligible faculty
2. Divisional administrators returning to faculty positions
3. Associate professors pursuing promotion to full (either an assigned research appointment or a faculty improvement leave)

PROPOSED PRIORITY CRITERIA

Priority 1: Administrators who have successfully served five years in their position.

Priority 2: Tenure eligible faculty and Associate Professors pursuing promotion to Full Professor

Priority 3: Tenured faculty who wish to concentrate on improvement of pedagogy or progress in implementing a research agenda.