

Tenure Track Faculty Preparation Leave (February 2006)

Abstract

The fostering of non-tenured faculty is of tantamount importance to the University Library's interests and the successful completion of the tenure process by its non-tenured faculty members. It is within the best interest of all to provide whatever support, compromise and understanding is needed to assist the Library's junior faculty in maneuvering this sometimes difficult path of professional and career growth.

The SUNY Contract, outlines the provisions that allow for junior faculty to be temporarily relieved from their duties for a variety of educational, research and professional growth purposes as well as the statement of understanding of said contract point. The library's non-tenured, tenured track faculty request that this provision of the contract be assimilated into all hiring agreements from 2005 onward.

SUNY Contract

§23.7 a. Other Leaves for Academic Employees

1. Approval. The College President may recommend to the Chancellor other leaves of absence for employees at full salary or reduced salary, or may grant employees leaves of absence without salary, for the purpose of professional development, acceptance of assignments of limited duration with other universities and colleges, governmental agencies, foreign nations, private foundations, corporations and similar agencies, as a faculty member, expert, consultant or in a similar capacity, or for other appropriate purposes consistent with the needs and interests of the University. Leaves of absence without salary may also be granted under appropriate circumstances for the purpose of child care. Leaves of absence at full or reduced salary pursuant to provisions of this Section shall be subject to the approval of the Chancellor.

2. Application. Applications for such leaves of absence shall be made to the College President. Each such application shall include a statement of the purpose for which the leave is requested, its anticipated duration and its value to the applicant and the University.

SUNY contract through 2007

Campus commitment to faculty development and attainment of Tenure.

I found the following in Appendix C of Mission Review II from last December under Item 10 in the section on "Faculty":

<http://ws.cc.stonybrook.edu/provost/Reports/Mission%20Review%20II/Responses%20to%20State%20Op%20Guidance%20-Final.pdf>

Points of understanding:

- Faculty/Department Heads to accept that this is a legitimate, allowed leave and that such applications should be given full review and due process in accordance with University and UUP guidelines.
- Successful applicants, if approved, will receive the release time of up to six months, paid leave in accordance with the happenings of other similar departments on campus during which time they may pursue their research or other work interests in preparation of the overall tenure process and their general scholarship.
- During the applicant's release time, they will be relieved of their administrative and academic duties, including but not limited to teaching of BI classes, reference desk assignments, library committee work, search committee work, university committee work, etc, and appropriate (in the event that a department head or library specialist requests leave, the corresponding associate director will oversee their duties) coverage will be found within the library to cover their absence.
- In the event that current library staff can not be found to cover the applicant's work, the library administration will look to alternative methods of coverage to ensure that there is no work pile up or backlog created that would adversely affect library services provided by the applicant.
- Those individuals who are asked to cover or take on additional responsibilities will be provided with the appropriate compensation during the time in which they have agreed to cover the added responsibilities in accordance with UUP guidelines.
- The non-tenured leave will be worked into the hiring practice so that an interested librarian may request such leave during the period of time between their attainment of Senior Assistant Librarian and Associate Librarian, or other appropriate timing. To begin retroactively for hiring which occurred after January 1, 2005.

Motion will be made to vote on acceptance of the policy with follow up amendments to be voted on via ballot or email.