

Proposed Handbook change:

It may be in the University's interest to emend the CNU Handbook, Section XI.3.a to include a minor change that would officially sanction educational leave for junior faculty who receive competitive, prestigious grants from international or national agencies.

This will surely be helpful for the purposes of recruitment and retention of junior faculty from top universities. This would also contribute to improving the quality of faculty life, it would allow some junior faculty members to present stronger tenure bids, and it would clearly contribute to Vision 2010.

The handbook Section XI.3.a (p. 91) currently reads:

"A full-time faculty member may apply for educational leave, with full or partial salary, according to State regulations and the availability of funds. Educational leave may be granted for the purpose of academic research, study or publication; an exchange professorship; or any other like activity which will enhance the faculty member's academic expertise, experience, and contribution to the institution. One semester of educational leave may be granted to faculty members holding the rank of Associate Professor after four years of full-time service to the University. Two semesters may be granted to faculty members holding the rank of Professor or Distinguished Professor after each six years of full-time service to the University."

This could be changed by adding something like:

"Exceptional educational leave may be granted to faculty members holding the rank of Assistant Professor, Associate Professor, Professor or Distinguished Professor who successfully obtain competitive external funding awards from prestigious national or international institutions; the length of such exceptional educational leave will be a) contingent upon the amount external funding and duration of the award, and b) determined in relation to the needs of the Department or University."

Finally, if a faculty member brings in significant outside funding, the six year interim should not automatically apply. The proper way to word that is unclear, but (prestigious) outside funding doesn't constitute the same burden on internal funding as sabbatical or in-house funding. It's unlikely that the word "negotiable" would ever find a home in the Handbook, but the difference is important.