

## **Support for Faculty**

### **Leaves for Support of Faculty Scholarship**

Grinnell College offers several leave programs for regular, full-time faculty. This document describes these leave programs and policies.

### **Leaves for Assistant Professors**

Faculty members at the assistant professor rank initially appointed into full-time, regular (i.e., not temporary or replacement) faculty positions may apply for a Harris Fellowship or for a one-semester (3-course) Research Leave at full salary. Faculty members are eligible for either a Research Leave or a Harris Fellowship, not both.

Under normal circumstances (when they begin their appointments at Grinnell College having completed their terminal degree and counting no prior teaching experience as credit toward a tenure review), faculty members may apply for these leaves during their third year at Grinnell College and take a leave during the following year. Faculty members counting one year of prior teaching experience toward the tenure review are eligible to apply for Harris and Research Leaves in their third year and to take the leave in the fourth year. Those counting two years of prior teaching experience toward the tenure review are not eligible to apply for Research Leave or Harris Fellowships.

Faculty who have not finished their terminal degree when first appointed to Grinnell and who elect not to count part of their teaching at Grinnell toward the tenure review, or faculty who otherwise delay their tenure review beyond their sixth year at the college are eligible to apply for a Research Leave or a Harris Fellowship tenable two years prior to the year of the tenure review. Faculty in regular, full time, non-tenure track positions are eligible to apply for a Research Leave or a Harris Fellowship two years prior to the year they are reviewed for promotion to Associate Professor.

Normally, 2-4 Harris Fellowships will be awarded each year, selected from proposals submitted by eligible faculty. An announcement will be sent in late spring to eligible faculty, along with more detailed procedures and policies. Proposals are due in the Dean's Office by 5:00 PM on the 1st Friday in August for a leave to be taken in the year following the application year.

Guidelines for application for the Harris Fellowship may be found under "Harris Faculty Fellowship Application" at:

[http://www.grinnell.edu/academics/arc/academic-affairs/resources/fac\\_leaves](http://www.grinnell.edu/academics/arc/academic-affairs/resources/fac_leaves)

Proposals will be sent to external reviewers. The Committee for Support of Faculty Scholarship will consider the proposals and reviews and make a recommendation to the Dean and President. The Dean and President will consult with the Personnel Committee prior to selecting the faculty members to be appointed as Harris Fellows.

***PLEASE NOTE:*** You are asked to let the Dean's Office know of your intention to apply for a Research Leave by the 3rd Friday in August. This notification of intent is very important, but does not bind you to apply for a leave, if you later decide not to do so.

Proposals for Research Leaves are due in the year prior to the leave. The Dean and President will approve such leaves after consultation with the Committee for Support of Faculty Scholarship and the Personnel Committee. Award of a Research Leave is contingent upon a successful complete review.

Guidelines and current deadlines for application for a Research Leave may be found under "Assistant Professor Research Leave Application" at: [http://www.grinnell.edu/academics/arc/academic-affairs/resources/fac\\_leaves](http://www.grinnell.edu/academics/arc/academic-affairs/resources/fac_leaves)

## **Leaves for Associate Professors and Professors**

### **Sabbatical Leaves**

Associate Professors and Professors in regular, full-time appointments are eligible for a first sabbatical leave in the year after they are promoted to Associate Professor, or their seventh year at the college, whichever is later. However, faculty members who have taken either a research leave or a Harris Fellowship are eligible for the first sabbatical leave in the second year after the year of a successful tenure review.

After the first sabbatical leave, sabbatical leaves may be for a period of one year at full pay after 12 semesters of full-time service. Faculty may elect to instead take one semester of leave after 6 semesters of service. Applications for sabbatical leaves are due in the Dean's Office by 5 PM of the 2nd Friday in November in the academic year prior to the year of the proposed leave. These will be reviewed by the Committee for Support of Faculty Scholarship. Guidelines and current deadlines for application for sabbatical leave may be found under the "Leaves for Associate Professors & Professors" section at: [http://www.grinnell.edu/academics/arc/academic-affairs/resources/fac\\_leaves](http://www.grinnell.edu/academics/arc/academic-affairs/resources/fac_leaves)