

## **Professional Development and Sabbatical (PD&S) Leave**

Professional development and sabbatical leave provides faculty with the opportunity to take time for professional renewal, travel, study, formal education, research, writing, employee development, certification, and other experiences of professional value. The faculty should be encouraged to participate in PD&S leave so as to stay current in their field and to renew professional skills. Participation of faculty in PD&S leave enhances the ability of faculty to serve the University of Florida's research, teaching, and extension missions. Moreover, the opportunity for PD&S leave can be an excellent recruitment tool.

Research and Scholarship Policy Council discussed the issue of Professional Development or Sabbatical Leave with President Dr. Bernie Machen, Associate Provost for Faculty Development Dr. Debra Walker King as well as Vice Presidents/Deans/Directors representing various university units, either in person or through electronic communications. President Machen stated that the university should invest in the faculty because they are the university's most valuable asset. He stated that he is looking for new ideas because the current sabbatical system does not seem to provide adequate support.

After many deliberations the Research and Scholarship Policy Council made the following determinations:

1. All colleges and budgetary units (C&BUs) have professional development or sabbatical leave plans.
2. Faculty is eligible for PD&S leave after six years of continuous full-time service to the university. Non tenure accruing faculty is eligible for Professional Development Leave after 3 years of service at the University of Florida.
3. Some C&BUs have written policies and procedures which are readily available to the faculty.

4. There are different types of PD&S leaves, two semesters at half pay or one semester at full pay or comparable leave time.
5. Prior to 2004, sabbaticals were funded through the Provost's office. Since then C&BUs have become responsible for funding.
6. C&BUs have limited resources and thus limited funding for PD&S leaves.
7. Many eligible faculty members do not avail themselves of the PD &S leave opportunity, even when funding is not the issue.

Based on our discussion, the Senate Policy Council on Research and Scholarship makes the following recommendations:

1. Each C&BU shall form a Sabbatical Committee consisting of faculty with 6 or more years of service at the University of Florida. At least half of the committee members should be elected faculty.
2. Each C&BU shall annually report to the Senate the number of eligible faculty, applications and those granted funding.
3. The policies and procedures should be written and easily available to the faculty. Faculty members should be informed of the sabbatical policy at the time of hiring.
4. The selection process should reside with the individual C&BUs.
5. Funding for the PD&S shall be at a level that promotes maximum participation by the eligible faculty.
6. All C&BUs should develop their PD&S policies and procedures within 6 months of the passage of this resolution by the Senate and shall report it to the Senate Policy Council on Research and Scholarship.

|