

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.

Below is an excerpt from the SUNY Contract, outlining 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 and the expectations gleaned from contract by the Library's non-tenured faculty.

2003-2007 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.

Provisions of Understanding:

The Jr. Faculty may request up to 6 months of fully paid time off to conduct a work or study project related productively to their work for tenure. The project needs to be scheduled in consultation with the supervisor to meet the needs, as much as possible, of the workplace

as well as those of the project. During this time off the faculty members will be relieved of all duties or responsibilities in accordance with general guidelines for regular, tenured sabbaticals.

The Library will develop appropriate written replacement plan, including:

- a. The updating of faculty bylaws to provide for alternates to all committees
- b. A replacement will be hired to assist the faculty member and their department in the relief of these duties or an existing library faculty member or appropriately skilled staff member will oversee their responsibilities in full for an administrative stipend to end upon the faculty member's return.
- c. Arrange for the duties that the faculty member are relieved from to be completed prior to their return so that work pile up does not occur.

The leave of absence will be allowed to be taken sometime within the 3rd -5th years prior to the tenure review and the faculty member will not leave the employ of the university for one year after their return to work.