

Subject: Faculty Development Leave Grant

Board Policy Reference: DEC (LOCAL) Compensation and Benefits – Leaves and Absences

The Board of Trustees of Temple College has authorized that one Faculty Development Leave Grant (FDLG) may be awarded per year. The salary distribution, according to the option of the recipient, shall be full salary for one long semester or one-half salary for two long semesters in the contract year in which the grant is awarded. The Faculty Development Leave Grant shall not relate, in any manner, to the established leaves of absence without compensation.

I. ELIGIBILITY

To be eligible to make application for the Faculty Development Leave Grant, an individual must meet the following requirements:

- A. Be a full-time faculty member who has been granted tenure by the College.
- B. Agree in writing (to accompany the application) to return to Temple College for the contract year following the year for which the Grant is awarded. If the recipient does not return, he/she is bound to refund the entire grant to Temple College.
- C. Must not have been selected as a recipient of the FDLG during the previous seven-year period. No one individual may receive the FDLG more than three times.

II. APPLICATION FORMAT

The application shall include the following criteria:

- A. Contact information.
 - B. The purpose for which the grant application is made. Purposes for which a Grant may be made shall include the following:
 - 1. A precisely planned program of study, which relates to the applicant's professional development.
 - 2. Course work leading to an advanced degree in the applicant's current teaching area. If the application for the Grant is in another area of study, this must be approved by the Selection Committee and the Vice President, Academic Affairs and Student Services.
 - 3. Research in his or her immediate area.
 - 4. Writing for publication in his or her immediate discipline.
 - 5. The development of curriculum or material, which would benefit the College.
 - C. Brief statement of benefits to Temple College which will accrue as a result of the leave grant.
 - D. Detailed description of program to be pursued (including evidence of admission to graduate school if the program is academic; or acceptance in a specialized program, etc.).
 - E. Educational preparation summary including years of attendance, degrees granted, special work completed (institution).
 - F. Copies of transcripts of all previous college preparation.
 - G. Professional activities and affiliations (during past 10 years).
 - H. Honors or awards received.
 - I. Professional interests.
 - J. Three professional recommendations (including the one from the applicant's supervisor) which specifically address the merits of the proposal.
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III. CRITERIA FOR SELECTION

Criteria which the selection committee shall use in the nomination of a recipient for the Grant shall include the following:

- A. High priority shall be given to proposed programs which hold the greatest potential for the applicant and for Temple College.
- B. Length of service to Temple College.
- C. Degree program residency requirements for individuals pursuing a higher degree.
- D. The extent to which the work proposed is a part of an organized plan designed to reach a specified standard of academic or technical excellence.

IV. SELECTION

The FDLG Committee shall be selected by the Faculty Council. This committee shall be responsible for announcing the application date, providing application guidelines, accepting the applications, and making a selection of the individual recipient nominee to be recommended to the Vice President, Academic Affairs and Student Services. The procedures to be followed in the selection of an individual as a recipient nominee of the FDLG are to be as follows:

- A. Applications for the Grant shall be received by FDLG Committee Chair by February 1 of each year.
- B. The FDLG Committee shall make a recommendation to the Vice President, Academic Affairs and Student Services on or before March 1 of each year.
 - 1. In the event that the committee concludes that it cannot justify a selection, it will make a recommendation of "no selection."
 - 2. In conducting the duties prescribed to it by this policy, the recommendation of the selection committee shall be final.
- C. The Vice President, Academic Affairs and Student Services shall convey the recommendation of the selection committee to the President, together with his/her response to that recommendation.
- D. The President shall forward the Committee's recommendation and make his/her recommendation to the Board of Trustees, which shall have final authority for the selection of the FDLG recipient on or before the April Board of Trustees meeting.

V. OTHER CONSIDERATIONS

- A. The following fringe benefits included in the recipient's contract shall apply during the FDLG year except where it is precluded by law or provisions within insurance programs or where mutually agreed to the contrary.
 - 1. All benefits and responsibilities of the tenure policy.
 - 2. Health and life insurance program benefits.
 - 3. State and/or optional retirement Programs.
- B. Compensation shall be on a regular monthly basis, contingent upon satisfactory participation in the approved program, unless exceptions are made by the President of the College.
- C. In the event that the recipient fails to complete the prescribed program or fails to complete the courses satisfactorily, he/she shall be obligated to refund the portion of the grant which has been expended.

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- D. The recipient shall, upon his/her return to Temple College, be assured of his/her previous position, or one which is mutually satisfactory to both the College and the recipient for the year immediately following the Grant year.