Unpaid Leave

**Description:** Leaves of absence may be granted to faculty for purposes of professional development. Normally the university undertakes no financial support for faculty in such cases, nor does it continue customary benefits. However, faculty may elect to continue most benefits at their own expense.

**Eligibility:** These leaves are available to full-time faculty. A leave will normally be approved if it will enhance professional development and will improve the departmental academic program or will result in the completion of a terminal academic degree. The maximum duration for an unpaid leave is one year.

**Application:** Application for an unpaid leave is made to the dean of the university, via the department chair. Forms for this purpose are available below or at [http://www.pugetsound.edu/gateways/faculty-staff/faculty-professional-development/](http://www.pugetsound.edu/gateways/faculty-staff/faculty-professional-development/). The application will specify:

1. the term of the leave;
2. the purpose of the leave in sufficient detail; and
3. an explanation of the contribution such a leave will make to the faculty member's growth.

In transmitting the application, the chair will

1. recommend approval or disapproval;
2. assess the value of the leave activity to the individual, department, and university; and
3. state what replacement is necessary.

**Deadline:** Applications for unpaid leaves should arrive in the Office of the Dean no later than October 12 of the year preceding that in which the leave is to be taken.

**Reporting:** Upon completion of the leave, the faculty member shall provide a written report that summarizes the leave activities by August 31 of the year during which the leave occurred. The report should be submitted to the department chair to provide the chair an opportunity to view the report before forwarding it. The chair will forward the report to the associate dean, who will then deliver it to the dean of the university.
LEAVE APPLICATION

This form is to be used for all leaves including Sabbaticals, Lantz Fellowships, Pre-tenure Sabbaticals, Grant Assisted Leaves, and Unpaid Leaves

Due October 12, 2014 for the following academic year, 2015-2016. Please submit one copy to Associate Dean Sunil Kukreja, Jones 212, CMB 1020

Name: _____________________________ Present Rank: _____________________________

Date of first appointment at Puget Sound: _____________________________ Email: _____________________________

Type of Leave Requested: _____________________________ Phone/ CMB: _____________________________

Previous leaves with dates: or [ ] No previous leaves

Year/semester(s) of leave requested for Sabbatical (or other leave) and year/semester of leave for Lantz Fellowship (if requested):

Sabbatical (or other leave) term(s): Fall ______ Spring _______ Lantz Fellowship term: Fall ______ Spring _______

Salary status while on leave (check one): Salary status while on leave with Lantz Fellowship (check one)
[ ] Without salary and benefits [ ] Full salary for full year with benefits and Lantz Fellowship
[ ] Without salary but continue benefits as applicable [ ] Full salary for one semester with benefits and additional funds in lieu of leave extension* (see Lantz application guidelines for details)
[ ] Full salary for one semester with benefits
[ ] Half salary for full year with benefits as applicable

Please list the sources of earned income expected or other support being sought during the leave. Attach explanations of outside support anticipated for which applications have been made.

(1) ___________________________________________ (2) ___________________________________________

A. Title of Leave Project:

__________________________________________________________________________________________

B. Please provide a full description of your leave plans following the application outline provided in the "University Resources for Faculty Professional Development" document.*

C. Does your research involve the use of human participants? Yes____ No____

For research that involves the use of human participants, please be aware that IRB approval must be obtained before beginning research. Please consult IRB approval processes information available on the university’s website for details.**

I, _____________________________(print name), agree to obtain IRB approval before beginning research involving human participants. _____________________________(signature).

D. FOREIGN TRAVEL: Does your research involve travel outside of the United States? Yes____ No____

If yes, please list the name of all countries where you plan to travel:

__________________________________________________________________________________________

* University Resources for Faculty Professional Development: http://www.pugetsound.edu/gateways/faculty-staff/faculty-professional-developme/

** Faculty Research Involving Human Participants: http://www.pugetsound.edu/gateways/faculty-staff/institutional-review-board/
At the conclusion of the leave, I agree to file with the chair a written report outlining the accomplishments of the leave which will then be forwarded to the dean of the university. I also agree to return to the university for one full year following the leave or to return all funds including salary and benefits paid by the university in connection with the leave.

__________________________________________  ______________
Signature                                           Date

REQUEST FOR LEAVE
SUBMITTED TO THE DEAN OF THE UNIVERSITY
(To Be Completed by the Department Chair or School Director)

I recommend:  [ ] Approval  [ ] Disapproval

Replacements will be required for the following courses:

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Reasons for curriculum recommendations:

________________________________________________________________________
________________________________________________________________________
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In an attached memo, please assess the value for teaching and professional development of the proposed activity to the faculty member, the department, and the university.

__________________________________________  ______________
Department chair signature                                           Date

Rev. July 2014