



## Junior Scholar Leave Policy

*Effective July 1, 2018*

### POLICY OVERVIEW

*This Questrom School policy applies only to those junior faculty who will undergo a Mid-Tenure Review in Fall 2018 or thereafter.* Tenure-track Assistant Professors who have undergone a successful Mid-Tenure Review and completed at least 6 semesters of full-time service will be granted a Junior Scholar Leave (JSL) to help advance and strengthen their research case for tenure and promotion. JSL comprises a one-course release which must be taken prior to the Fall semester of the academic year in which the candidate's tenure decision will be made. Under a standard 7-year tenure clock, this benefit thereby reduces a candidate's teaching load to two courses in either year 5 or 6 of his or her tenure-track appointment. Further, there are no service obligations during one semester of the candidate's choosing in his or her leave year. Final approval of Junior Scholar Leaves is managed entirely by the School. Junior Scholar Leave does not stop or extend the tenure clock. The Faculty Handbook provides information on the University's Junior Scholar Leave requirements: <https://www.bu.edu/handbook/leaves-absences/sabbaticals-and-leaves-of-absence/>.

### REQUIREMENTS & REVIEW PROCESS

Full-time Service: The faculty member must have completed at least 6 full semesters of full-time service by the time his or her JSL would begin. Semesters that include a Childbirth Leave, Medical Leave, or Parental Bonding Leave do not accrue towards the 6 full semesters of full-time service required to take JSL. Prior to the 5<sup>th</sup> year, the junior faculty member should meet with his or her Department Chair to confirm that he or she will meet the minimum full-time service requirements by the time the JSL begins.

Successful Mid-Tenure Review: The faculty member must have undergone a Mid-Tenure Review and been deemed to be making sufficient progress towards achieving tenure.

*The decision to grant JSL is subject to final approval by the Dean's Office.*

### TIMING

JSL must be completed prior to September of the academic year in which the candidate's tenure decision will be made. Under a standard 7-year tenure clock, this benefit thereby reduces a candidate's teaching load to two courses in either year 5 or 6 of his or her tenure-track appointment. The semester chosen for the leave should be mutually agreed upon by the faculty member and his or her chair to maximize utility for the faculty member.

Each fall, the Dean's Office provides Department Chairs with a list of faculty eligible to take JSL in the subsequent academic year based on the requirements described above. Department Chairs must inform the Dean's Office of any junior faculty members intending to take Junior Scholar Leave in the following academic year by **February 1**.

### INTERACTION WITH OTHER LEAVES & COURSE RELEASES

- If a faculty member has been granted a semester or more at full pay with no teaching duties as part of his or her employment contract, he or she is ineligible for JSL.
- A faculty member who has been granted a teaching reduction at full pay as a result of an internal or external grant, contract, fellowship, or career development professorship remains eligible for JSL.
- Childbirth Leave, Medical Leave, or Parental Bonding Leave do not prevent a faculty member from taking JSL, although such semesters do not accrue towards the 6 semesters of full-time service required for JSL.
- Subsequent Sabbaticals: A semester of JSL does not accrue towards the 12 semesters of full-time service required to apply for a standard sabbatical leave. However, all semesters of full-time service prior to and following JSL do accrue towards those semesters required for sabbatical eligibility.