



TOPIC: Proposed Change to USM Policy on Sabbatical Leave for Faculty (II-2.00).

COMMITTEE: Education Policy

DATE OF COMMITTEE MEETING: March 28, 2012

SUMMARY: One of the five primary themes that anchor the recently adopted USM Strategic Plan 2010-2020, Powering Maryland Forward, is: Advancing Maryland's competitiveness in the innovation economy by building on existing levels of extramural research funding and more successfully translating that research in economic activity. The plan calls for the creation of 325 new companies, five internationally recognized research centers of excellence by 2020, and a culture of innovation and entrepreneurship throughout the USM. The System has promised the Regents and the Governor that incentives for commercialization and technology transfer will be pursued as part of our role in bolstering the state's economy.

The Board of Regents' Committee on Economic Development and Technology Commercialization first discussed revising faculty policies on appointment, rank and tenure and on sabbatical leave to recognize activities related to commercializing intellectual property in executive session at their meeting on September 21, 2011. After discussions, the Committee and Chancellor Kirwan determined that consideration of appropriate revisions to the faculty policies should go through the USM Office of Academic Affairs and the internal USM academic councils (AAAC and CUSF). In a series of spirited discussions with AAAC and CUSF, the language was discussed, reviewed, and refined. At its meeting on January 26, 2012, the Committee on Economic Development and Technology Commercialization reviewed and favorably responded to the proposed revisions to the faculty policies to include "activities that result in the generation and application of intellectual property through technology transfer."

The policy revisions are being presented to the Committee on Education Policy today for recommendation to the Board in recognition of this Committee's primary role in the development and modification of policies related to faculty and to the academic mission of the institutions.

The change affects only the opening paragraph of the sabbatical leave policy; the original language and proposed language in that section are provided for the Committee in the attachment.

ALTERNATIVE(S): The Committee could recommend further refinement of the proposed language or could suggest that no change be made to the policy at this time.

FISCAL IMPACT: There is no fiscal impact associated with this change.

CHANCELLOR'S RECOMMENDATION: That the Committee on Education Policy recommend that the Board of Regents approve the proposed modification to the USM Policy on Sabbatical Leave for Faculty (II-2.00).

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Irwin L. Goldstein

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II-2.00 POLICY ON SABBATICAL LEAVE FOR FACULTY
(Approved by the Board of Regents, November 30, 1989)

Current policy reads:

The President of an institution may grant sabbatical leaves to faculty members. The primary purpose of such leaves is to provide an opportunity for a faculty member to conduct scholarly or creative work in order to increase his or her contribution to the mission of the institution, and to enhance his or her standing in the discipline or profession.

Proposed revision:

The President of an institution may grant sabbatical leaves to faculty members. The primary purpose of such leaves is to provide an opportunity for a faculty member to conduct scholarly or creative work, or to engage in activities that may result in the generation and application of intellectual property through technology transfer, in order to increase his or her contribution to the mission of the institution, and to enhance his or her standing in the discipline or profession. The relative weight of these criteria will be determined by the mission of the institution.



UNIVERSITY SYSTEM OF MARYLAND

26.0 II-2.00-POLICY ON SABBATICAL LEAVE FOR FACULTY

(Approved by the Board of Regents, November 30, 1989)

The President of an institution may grant sabbatical leaves to faculty members. The primary purpose of such leaves is to provide an opportunity for a faculty member to conduct scholarly or creative work in order to increase his or her contribution to the mission of the institution, and to enhance his or her standing in the discipline or profession.

1. To be eligible for sabbatical leave, a full-time faculty member shall have been granted tenure and shall have completed at least six years of service at the time of an initial sabbatical leave or since the last previously granted sabbatical leave. A part-time faculty member shall have been granted tenure and shall have completed six or more years of at least half-time service. Ordinarily, a leave of absence without pay shall not be regarded as service to the institution for purposes of determining eligibility for sabbatical leave.
2. Ordinarily, sabbatical leave will be granted for one-half of the recipient's annual contract period at his or her normal compensation or for the full annual contract period at one-half normal compensation for both full and part-time faculty.
3. Ordinarily, as a condition for receiving a sabbatical leave the recipient shall agree to return promptly to the institution at the termination of the leave and to serve on his or her normal basis for at least one academic year.
4. During the period of sabbatical leave, the recipient will be permitted, with the approval of the President or designee, to accept, in addition to the compensation he or she receives from the institution, grants, awards, contracts, fellowships, or other compensation or stipends as may be related to the approved sabbatical leave project.
5. While on sabbatical leave, the recipient may accept compensation for consulting services rendered during the sabbatical leave, provided that such services shall not exceed those allowed by the University System Policy on Professional Commitment of Faculty, and that they do not interfere with his or her approved sabbatical leave project.

6. Each institution shall develop procedures for implementation of this policy, including the requirement of a summary report on sabbatical activities by the faculty member. These procedures shall be filed with the office of the Chancellor.

Replacement for: BOR III-9.00, 9.02, 9.03 and BOT VII-G.1

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