

## Policy Regarding Leaves of Absence for Faculty with Grants and Fellowships

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Faculty who win prestigious grants that contribute to their professional development and to the reputation of Barnard College may apply to the Provost and Dean of Faculty for supplemental salary and benefits as outlined below.

### *Benefits*

The College has always supported the maintenance of full non-salary based benefits during fellowship leaves. Faculty who receive continued benefits will be responsible for their share of contribution while the College contributes its portion.

### *Salary*

#### *a. Sabbatical and other Accrued Leave*

A faculty member who receives a grant/fellowship for a semester when they would otherwise have earned a College leave, will receive a College salary supplement that brings them to full salary.

#### *b. Periods of Unpaid Leave*

A faculty member who receives a grant or fellowship for a subsequent semester can apply to the Provost and Dean of the Faculty for a salary supplement in order to maintain full salary during the leave.

For junior faculty, College salary supplement to the full salary will typically be granted, assuming that the leave without pay and grant/fellowship application has been discussed with and approved by the Provost and Dean of Faculty prior to the junior faculty member's applying for the grant/fellowship.

For tenured faculty, College salary supplement will equal up to 50% of their semester/year salary (depending on the relevant length of leave and not to exceed their full salary) at the time of the grant, assuming that the leave without pay and grant/fellowship application has been discussed with and approved by the Provost and Dean of Faculty prior to the tenured faculty member's applying for the grant/fellowship. For tenured faculty, an adjustment of sabbatical schedule may be requested by the Provost and Dean of Faculty to help ease the resource impact on the College of a salary supplement and may also be combined with a salary supplement to bring the tenured faculty member to full pay.

Approval of a salary supplement is not automatic, and will depend on the ability of the faculty member's department and program to staff courses in the faculty members absence, on the prestige of the grant, and on the frequency with which the faculty member has received unpaid and College salary supplemented leaves.

### *Eligibility*

Faculty must hold tenured or tenure-eligible appointments. Faculty holding appointment in the Professor of Professional Practice series are also eligible.

A faculty member who receives a salary supplement is obligated, as with sabbatical leaves, to file a report upon return to the College, to the Provost and Dean of Faculty summarizing their leave.

Faculty in their terminal year of employment at the College are not eligible; all faculty must return to the College for at least one year following a College salary supplemented leave of this kind.

### *Frequency*

This policy pertains to grants that are received once per three year cycle. More frequent applications for institutional top-off will be reviewed by the Provost in consultation with the department chair.