



10 November 2008

## TO ALL TENURED FACULTY

Dear Faculty Colleagues,

Academic Affairs is pleased to announce the sabbatical application and review procedure for the **2009-2010** academic year. Please note that the FIU Sabbatical Policy and Procedures statement and the sabbatical application are available online at [http://academic.fiu.edu/docs/budget\\_personnel\\_sabbatical.htm](http://academic.fiu.edu/docs/budget_personnel_sabbatical.htm).

Full-time tenured faculty employees with at least six years of full-time service at FIU at the time the proposed sabbatical is to be taken are eligible for a one semester, full pay or two semesters, half pay sabbatical. Faculty are not normally eligible for a second sabbatical until six years of continuous service have been completed following a previous sabbatical. The six years are measured from the end of the first sabbatical to the beginning of the second sabbatical. According to BOT-UFF policy, "sabbaticals are not granted as a reward for service," but must demonstrate the faculty member's increased value to the University.

### **Competitive Sabbaticals**

Sabbaticals for one semester at full pay are few in number and highly competitive. Thirteen one-semester, full pay sabbaticals will be awarded for the **2009-2010** academic year. Sabbaticals for two semesters at two-thirds pay are also available on a competitive basis to tenured faculty who have at least nine years of continuous service at FIU without having had a sabbatical. These sabbaticals are equal in number to the number of one semester, full pay sabbaticals (13) to be awarded this coming year.

### **Non-Competitive Sabbaticals**

Sabbaticals for two semesters at half pay will be made available to eligible faculty whose applications are deemed to be complete and demonstrate increased value to the University according to the FIU Sabbatical Policy and Procedures.

If more than one faculty member in a department/unit is awarded a sabbatical, deans have the prerogative to postpone a sabbatical for one year if a faculty member's absence would create a hardship for a department with respect to staffing academic programs.

Faculty performance while on sabbatical leave will be included in the annual review process. A report on activities pursued while on sabbatical is required upon completion of the leave.

The deadline for receipt of completed sabbatical applications in the Office of the Provost (PC 526) is **5:00 p.m. Monday, January 26, 2009**. The Sabbatical Committee will be unable to consider applications submitted after the deadline.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Douglas Wartzok", is written over a white background. The signature is fluid and cursive, with the first name "Douglas" being more prominent than the last name "Wartzok".

Douglas Wartzok  
Vice President for Academic Affairs

c: Deans and Directors

Office of the Provost

University Park • Miami, FL 33199 • Tel 305-348-2151 • Fax 305-348-2994 • [www.fiu.edu](http://www.fiu.edu)

Florida International University is an Equal Opportunity/Access Employer and Institution • TDD via FRS 1-800-955-8771