Appendix D: Initiative for Junior Faculty Development: Reduced Teaching Loads for Junior Faculty

The University seeks to make it possible for departments to offer their junior faculty a reduced teaching load before tenure so as to foster their progress on projects required for tenure. (The word “research” is intended broadly to include all kinds of creative work.) Research-Intensive Semesters (RIS) are those in which junior faculty are released from some or all teaching duties; they are not leaves or sabbaticals. Faculty will ordinarily remain in residence and available for limited service activities such as continued service and advising duties, although there may be exceptional circumstances when the goals of the RIS can best be met if part or all of the time is spent off-campus. At a minimum, all pre-tenure faculty receive the equivalent of one semester with no teaching, with the option to spread the course releases across more than one semester at the faculty member's discretion. Schools and colleges shall maintain or exceed current practices for course releases for pre-tenure faculty. Research-Intensive Semesters are separate and distinct from any fellowships or teaching awards, and should not replace or otherwise encumber such awards.