

Ad Hoc Academic Continuity Committee:
Recommendation Concerning Faculty Professional Improvement Leaves
in the Event of Campus Disruption

1. The Ad Hoc Academic Continuity Committee has considered the impact on Faculty Professional Improvement Leaves (FPIL) during the disruption caused by the COVID-19 pandemic. With a focus on issues critical to the continued academic progress of our students and the success of our faculty, the committee is especially concerned about the impact of closures, travel restrictions and other factors which have created challenges for tenured faculty members who may currently be on FPIL and those tenured faculty members who have a FPIL approved for academic year 2020-21.
2. Given the foregoing, the Ad Hoc Academic Continuity Committee recommends the following concerning FPILs that are under way in spring semester 2020 and/or for the full 2019-2020 academic year and those that have been approved for academic year 2020-2021:
 - A. If a FPIL is underway during academic year 2019-2020, the faculty member and the appropriate academic unit administrator or regional campus dean should assess each situation on a case-by-case basis to determine the impact, if any, on the faculty member's ability to substantially complete the approved FPIL proposal. If the faculty member is unable to substantially complete the approved FPIL proposal, the following options should be considered:
 - i. The faculty member may elect to continue the FPIL, as approved during spring semester 2020.
 - ii. The faculty member may elect to rescind the FPIL and reapply in the next available cycle with no impact on the faculty member's FPIL eligibility timeline. Under these circumstances:
 - a. The faculty member's academic unit will provide an appropriate alternative workload assignment to cover the period during which the FPIL was disrupted; or
 - b. The faculty member may elect to use personal leave, sick leave, or any available paid leave to cover the period during which the FPIL was disrupted.

- c. These options would require the written approval of the appropriate academic unit administrator and/or regional campus dean and the college dean, as applicable.

B. If a FPIL is approved for academic year 2020-2021:

- i. The faculty member may elect to proceed with the FPIL, as approved.
- ii. The faculty member may elect to rescind the FPIL and reapply in the next available cycle with no impact on the faculty member's eligibility timeline.

C. To the extent possible, based on timing and communication method, the Faculty Advisory Committee of the academic unit and/or Faculty Council of the regional campus should be consulted concerning changes to faculty members' FPIL scheduling.

- 3. Given the unique challenges created by the COVID-19 pandemic, the Ad Hoc Academic Continuity Committee recommends that academic administrators and faculty members whose FPIL has been impacted by this disruption communicate regularly and openly about challenges to their ability to complete this year's FPILs and limitations to scheduling next year's FPILs so that these situations can be addressed in a timely manner that will assure the success of our faculty.