

POLICY ON RESEARCH LEAVE REQUESTS

At present, under the new financial policy for the College, the only sources of funds available to the Department are (a) the small State ‘other labor’ payment: \$5,000; (b) the Office Operating Budget: c.\$32,000; and (c) income from Winter and Summer teaching, which has now probably hit its ceiling of c.\$35,000. This gives a total non-line-savings income of c.\$72,000 per annum.

Our regular basic (non-teaching) office costs amount to c.\$82,000; and we shall have to pay the ‘vacant lines tax’ of \$30,000. This means that the Department will need at least \$40,000 in savings from unpaid leaves or vacant lines every year.

In addition, in future we will be expected to cover any extra teaching we buy in, which isn’t covered by GRB awards. That might amount to a further \$30,000 per year (i.e. a total of up to \$70,000 needed from line-savings). We need to put in place policies designed to ensure that we have this money.

Carruthers’ Proposal: from the present time onwards, applications for Research Leave and GRB Semester awards should only be granted if the faculty member can demonstrate that he or she has made (or will make: depending on deadlines for submission) a bona fide effort to secure sufficient outside funds to turn a full semester of leave with pay into a full year of leave on half-pay.¹ This policy will work to the benefit of both faculty (when applications are successful) and the department. If roughly one in three applications were successful, that would go some way towards providing the funds that we need.

Fellowships to support research are obtainable from:

- The Guggenheim Foundation.
- The National Endowment for the Humanities.

In addition, some of us might appropriately apply to:

- The National Science Foundation.
- Woodrow Wilson Fellowships.
- Social Science Research Council.
- Pew Charitable Trust (in bioethics).

Links to the relevant websites are available via ORAA. Any faculty who would like a custom funding search done, should contact Christopher Aubry (caubry@umresearch.umd.edu).

After extensive discussion, it was agreed that there should henceforward be a strong *presumption* that faculty should make a bona fide effort to secure outside funding to supplement any sabbatical leave or GRB award. Faculty applying for leave should in future detail to the Chair their applications already made, or to be made later in the year (depending upon the relevant program deadlines). Or they should ask the Chair to accept that they have strong and convincing reasons not to make any outside application.

¹ Actually the way it would work would be that the faculty member would continue to draw his or her full salary throughout the year, and the value of the outside award would come to the department. Often this award might amount to less than half of the faculty member’s salary. But provided that it is significantly above the cost of replacement teaching, the arrangement will still work out to everyone’s advantage.