

**3359-11-04      A faculty improvement program for faculty in the school of law.**

(A) General statement.

The university of Akron is committed to the development of an academic community recognized for its achievement in contributing, transmitting and using knowledge and ideas. An essential means for the faculty periodically to enhance competence and widen professional activity is a faculty improvement program. The major purpose of this program is to promote the professional growth and new or renewed intellectual achievement of faculty in the school of law. Provision for improvement leave for all other faculty is set forth in the collective bargaining agreement between the university of Akron and the American association of university professors, the university of Akron chapter, which became effective in 2005.

(B) Eligibility.

- (1) Any full-time faculty member in the school of law with at least seven academic years of teaching service at the university of Akron may be granted professional leave for a period of not more than one academic year to engage in further education, research, or any other activity approved by the board. A full-time faculty member in the school of law is one whose full-time responsibilities are to the university of Akron and who holds the rank of instructor, assistant professor, associate professor, professor or distinguished professor.
- (2) If the faculty member in the school of law shows that the project is better served by dividing the leave over two academic years, the split leave may be permitted at the discretion of the president and the board provided that such an understanding is reached before the leave is approved.
- (3) A faculty improvement leave shall not be granted solely for the purpose of acquiring an advanced degree, becoming self-employed, or obtaining employment elsewhere.
- (4) A faculty member in the school of law who has completed a professional leave must complete another seven years of service at the university of Akron before becoming eligible for another grant of professional leave.
- (5) Professional leave taken as part of the faculty improvement program shall not be deemed to be in lieu of assignments in connection with a specific research, scholarly or creative program.

(C) Compensation and other benefits.

- (1) The university of Akron shall pay the faculty member in the school of law for or during a period of professional leave a salary not to exceed the amount that would have been paid to said faculty member for the performance of regular duties during

the period of the leave. For purposes of this provision, salary for the performance of regular duties shall include both base salary and such amounts as the faculty member receives, if any, in connection with being named a chair holder and/or for performing other assigned duties at the time the leave is granted, provided that during the period of leave the faculty member retains such chair holder designation and/or continues to perform such other assigned duties. A faculty member shall receive not less than full pay for one semester of professional leave. If the professional leave is for two semesters, the faculty member will receive one-half compensation for each of the two semesters. The salary paid for such leave may not be suitable for inclusion in a final average salary for retirement purposes.

- (2) No faculty member in the school of law shall, by virtue of being on professional leave, suffer a reduction or termination of regular employee retirement or insurance benefits or of any other benefit or privilege received as a faculty member at the university of Akron. Whenever such a benefit would be reduced because of a reduction in the faculty member's salary during the professional leave, the faculty member shall be given a chance to have the benefit increased to its normal level, in accordance with rules adopted by the board.

A person granted leave under the faculty improvement program will be considered as providing full-time service to the university during that period of leave, and shall be paid a salary and other benefits as provided for in this rule, but shall not be paid any additional stipend or other compensation by the university for any reason whatsoever during such period of leave. In addition no outside employment, whether for compensation or otherwise, shall be performed without the prior written approval of the dean, the senior vice president and provost and chief operating officer, the president, and the board of trustees. The salary will be subject to retirement deductions and other appropriate tax deductions.

- (3) No professional leave shall be granted that requires a compensating addition to the permanent faculty of the university. A fund will be established under the direction of



university of Akron upon completion of that leave and remain there for at least one full academic year. I understand and agree that should I decide to leave the university of Akron and accept another full-time position from a different employer, or become self-employed, before the end of one full academic year after completing my faculty improvement leave, I will repay prorata to the university that portion of my salary paid to me which I was on faculty improvement leave. I agree to make such repayment in full within thirty days of my separation from the university of Akron. I understand that the requirement of repayment shall not apply in the event of my retirement, death, or disability.

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