

School of Arts and Sciences Sabbatical Fellowship Pilot Project (2018-22)

CONCEPT 30 articulated a future vision of the School of Arts and Sciences as a community of learners anchored in the liberal arts, with a commitment to deep inquiry within and across the disciplines of the humanities, natural sciences, performing arts, and social sciences. Central to this vision is the sense of an intellectual community that members share in constructing together.

CONCEPT 30 strives to create opportunities for community members to thrive. For faculty, sabbaticals are an essential part of thriving as active teacher-scholars, providing opportunities to embark on, continue with, or complete scholarly, intellectual, and creative projects. All of these projects require—and benefit from—long investments of time and effort. A full-year sabbatical is a valuable opportunity to undertake this work, and many faculty apply for external grants to make such work possible.

A&S is proposing a three-year pilot program for a new Sabbatical Fellowship opportunity, one that seeks to promote intellectual community and greater access to sabbatical funding. The fellowship would have funds to provide up to 3 faculty members a full-year sabbatical at 100% of their salary.

Under existing sabbatical policies, faculty are able to take a semester sabbatical at 100% of their salary, or elect to take 50% of their salary for a full-year sabbatical. Faculty members may also apply for an enhanced sabbatical that provides 80% of their salary for a full year. Recognizing that the salary reductions in both cases pose an obstacle for some faculty seeking a full-year sabbatical, the Dean's Office of the School of Arts and Sciences is piloting the fellowship program to make a full-year sabbatical at full salary an option for three faculty members a year over a three-year period.

This fellowship is a new and additional opportunity that does not in any way alter or affect existing sabbatical policies, including the option for an enhanced sabbatical, the faculty's ability to receive external funding to supplement A&S funds (but not exceed 100% of their salary), or the availability of topping-off funds for faculty who have received external funding but who are still not at 100% of their salary.

Eligibility Requirements

The fellowship competition will be open to all tenured faculty who have been approved for a full year sabbatical. Applicants must apply for a sabbatical in accordance with the A&S sabbatical policy and the Faculty Handbook. Priority will be given to tenured professors who are working to build their promotion cases.

In future years, all applicants will be required to apply for external funding to be considered for the Sabbatical Fellowship. For the first year of the pilot program, however, the committee will consider applications from faculty who have not applied for external grants, as the deadline for many grants has already passed.

At both the review and selection stages, careful consideration will be given to spreading the fellowships equally across the tripartite divisions. As the number of applications from each division may greatly vary in a given year, this equal distribution may at times need to be spread across multiple years; the goal, though, will be to have equal numbers of fellowships awarded in each division over the three years of the pilot.

Fellowship Requirements

One of the central aims of the sabbatical fellowships will be to foster intellectual community. This aim will be promoted in two distinct ways:

(1) The three fellows will form a cohort for the year, discussing their projects with each other, sharing knowledge and encouragement, and providing updates on progress. While the projects themselves may be quite different, at the heart of the liberal arts endeavor is the belief that the richest intellectual life is achieved through exchanges across disciplines and in learning about subjects outside one's own specialty.

In any given year, individual fellows may be pursuing their fellowships on campus or in places far from campus, so the cohort will need to establish the best way to stay in regular contact for their particular group. They may meet in person, virtually, or find another way to communicate. Fellows are expected to meet in some fashion at least monthly over the course of the sabbatical.

(2) In the semester following the fellowship, the cohort must develop a way to share their research with the larger university community in a public forum. It will be up to the cohort to establish the best method in a given year. They might decide to have a public lecture; they might work on a series of individual podcasts; they might have series of podcasts where they explain each other's work; they might decide to present their work individually (with support from the other two); or they might find another method.

Application Process

The application for the 2019-20 fellowship is due on at 5 PM on the Tuesday following the first day of classes for the spring term (e.g. January 15, 2019). The application materials should be submitted as PDF files and should be submitted by email to as@richmond.edu.

A complete application will include the following elements:

1. A sabbatical proposal for a year-long fellowship. The proposal may be the same as the sabbatical proposal(s) already submitted. Proposals should lay out the conception, definition, and organization of the project, should outline the potential significance of the project's contribution to its discipline, and should be specific about what the applicant hopes to achieve during the fellowship.
2. A statement on how the UR, A&S, and departmental communities will benefit from the successful completion of the proposed project, and how the sabbatical work would support the goals laid out in the Fellowship Requirements outlined above.

3. An up-to-date curriculum vita.
4. A list of any grants and/or fellowships that (i) are currently active, (ii) were applied for during the previous or current academic year, and/or (iii) are pending applications.
 - a. The name and/or type of grant or fellowship.
 - b. The agency or foundation that sponsors the grant or fellowship;
 - c. The amount of the salary award that has been requested and/or rewarded;
 - d. The date of the application; and
 - e. The date by which you expect to learn if the award has been granted.
5. Copies of the grants or fellowship proposals you have already submitted to support your sabbatical.

Stipulation about External Grant Funding

The annual salary compensation for Sabbatical Fellows covers the academic year. Fellows may accept external grant funding to cover salary during summer months and/or to support research related expenses during the course of the sabbatical leave and the summer.

Review of Applications

Applications in the first year will first be reviewed by the three faculty members on the Ad-Hoc Committee on Sabbatical Fellowships and Sabbatical Policy and by three additional faculty nominated from each division by the Nominating Committee. The six members consist of two representatives from each division without overlaps among departments to allow members to recuse themselves from considering colleagues from their own departments.

The six faculty will make general recommendations based on merit, as will the three Associate Deans. The nine members will then make recommendations for finalists. Final selections will be made by the Dean.

The Ad-Hoc Committee will assess the selection process after the first year and make a recommendation about the structure and membership of selection committee in subsequent years.

Submitted November 20, 2018 to Dean Patrice Rankine by the Ad Hoc Committee on Sabbatical Fellowships and Sabbatical Policy (Elizabeth Outka (Division I), Tze Loo (Division II), Jim Davis (Division III), Associate Deans: Kathrin Bower, Ben Broening, and Dan Palazzolo).

Approved November 26, 2018