

## College of Visual and Performing Arts

### GUIDELINES FOR FACULTY EDUCATIONAL LEAVE APPLICATIONS SUBMITTED IN THE 2021-2022 ACADEMIC YEAR

#### PURPOSE

The College of Visual and Performing Arts at James Madison University offers Educational Leaves to provide faculty members with opportunities, such as independent study, research/creative activities, and graduate/postgraduate study, to expand their teaching abilities and to foster intellectual growth. Leave activities should address issues relevant to the applicant's professional field or an area that will enhance the understanding and integration of related fields. Projects may encompass an expansive field or a specific interest. Inevitably, leave activities should result in enhanced teaching, research, or artistic skills, and the leave recipient should realize a renewed capacity for personal contributions to the College and University community because of the educational leave. The ultimate purpose of these leaves is to sustain vigor, especially in the College's academic instructional programs, and to ensure that faculty members have the opportunity for professional development.

#### ELIGIBILITY

To be eligible to apply for an Educational Leave, a faculty member must meet the following qualifications:

1. The candidate must be a full-time faculty member or school director in the College of Visual and Performing Arts.
2. The candidate must occupy a renewable term appointment, a tenure-track position or have tenure at the time of application.
3. The candidate applying for the first time must be in at least the third year of full-time service at James Madison University.
4. A previous recipient of an educational leave must complete five full academic years of teaching before he or she is eligible for another leave. Those who last received a leave in 2015-2016 or before are eligible to apply for a leave for the 2021-2022 academic year.
5. The candidate must have the endorsement of his or her academic unit head.

#### APPLICATION SUBMISSION PROCEDURES

Written application for Educational Leave must be submitted on the attached forms and forwarded to the applicant's school director in advance of the due date. The proposal must be reviewed and endorsed by the school director. The original application and endorsement must be submitted electronically starting Monday, September 6, 2021 and no later than by **4 pm Friday, October 22, 2021.** Only applications received by this date will be accepted for consideration by the CVPA Faculty Recognition Committee.

## TERMS OF LEAVE

The terms of the Educational Leave enable a faculty member to elect to use one full academic year (nine months) at one-half salary or one semester (fall or spring) at full salary (With either option, the university contributes its full share of all established fringe benefits.) If the one semester option is taken, the remaining semester of that year may not be applied to the accumulation of the five years of service required for Educational Leave eligibility. A faculty member who elects the option of one full academic year should also indicate whether a single semester is a reasonable alternative. The Faculty Leaves, Awards and Grants Committee has the option to fund a leave for only one semester if it determines that the quality of proposals being considered warrants a more equitable distribution of funding. The Faculty Development Committee expects to budget \$10,800 in part-time replacement funds for a one-semester leave or \$21,600 to fund part-time replacement for an academic year leave.

An applicant is expected to follow through with an Educational Leave once the application is approved and the leave is awarded. If your Educational Leave plans change, notify the Chair of the CVPA Development Committee immediately. Because the selection process is highly competitive and based on comparison of your proposal to those of your peers, any changes you make can affect your status as well as that of another applicant (i.e., render a proposal more or less competitive than the original). Therefore, it is imperative that any changes be approved before the final selection process is initiated.

By accepting an educational leave, the recipient agrees in good faith to return to full-time service at the University for at least one academic year after the leave is completed.

Educational Leave may be withheld whenever it is felt that the absence of the candidate for leave would be seriously detrimental to the interest of the University.

## REPORTS AND ACKNOWLEDGMENTS

**At the completion of leave activities, a written report summarizing project accomplishments must be submitted to the Associate Dean and the school director. The due dates for these reports are Friday, March 10, 2023 for fall recipients and Friday, July 7, 2023, for spring and full academic year recipients.** The faculty member will be expected to provide, in reasonable detail, a summary of his or her activities during the leave period and to address the extent to which the experience contributed to his or her teaching effectiveness and professional development. Failure to file this report may impede the award of a future educational leave. **This written report will constitute a major portion of the faculty member's evaluation for that academic year.** When the faculty member returns from Educational Leave, recipients may be asked to present the results of their leave at a school or college-wide event. This may take the form of a lecture, seminar, presentation, workshop, artistic performance, artistic exhibition, or participation in a colloquium. Any publication or exhibition resulting from activity assisted by these grants shall indicate: "This work was supported by the James Madison University Program of Grants for Faculty Educational Leaves."

## PROPOSAL FORMAT

### **THE CVPA DEVELOPMENT COMMITTEE WILL NOT CONSIDER PROPOSALS THAT DO NOT CONFORM TO THESE FORMAT GUIDELINES.**

#### Project Summary

A proposal is to be directed toward independent study, research, creative work, and/or graduate/postgraduate study that will enhance the applicant's teaching abilities and foster professional growth and development. Include a short and descriptive project title and an one-paragraph abstract. A second paragraph should indicate all support (including time such as release time, dates and amounts) granted by CVPA in the last 5 years.

#### Project Description

This description is the only demonstration that the CVPA Development Committee will have of the substance and potential of your project. **It is important that the proposer not presume extensive knowledge on the part of the reviewers. Because members of the review committee may not have a specialized knowledge of the proposer's field, the proposal must be sufficiently detailed to describe the project in non-technical language.** The most successful proposals include an itemized budget for projects that include travel, equipment supplies, commissions, etc. The following points must be addressed:

1. State the objectives of the leave.
2. Explain the significance of the project to your field and to your own scholarly development. Clearly describe the specific program of study or research, and explain the basic ideas, problems, or questions intended to be examined. Explain the planned approach or line of thought.
3. Incorporate statements about the need for and the contributions of the project to teaching and scholarship/artistic development in the particular field of study. Include a concise review of the relevant literature or state of affairs. (Attach bibliography of no more than two pages, if applicable.)
4. Indicate the project's relation to long-range teaching (including impact after the applicant returns to the classroom) and scholarly/artistic objectives. If applicable, include impact on undergraduate or graduate student research projects or how it might lead to external funding opportunities.
5. Specify where the project will be conducted and indicate the likelihood of access to archives, collections, or institutions, if pertinent.
6. Describe the special skills needed for the project (e.g., foreign languages, computer literacy, etc.).
7. If you are applying for both an Educational Leave and a Development Award, please prioritize the proposals and provide justification for why you believe you need both awards.

If you have previously received an Educational Leave from James Madison University, please include as an appendix a copy of the written report of project accomplishments that you submitted to the Dean and School Director upon completion of your leave activities, and briefly describe the significant ways in which your scholarship or creative activities, and/or teaching have been affected. Include a copy of the appropriate IRB or IACUC approval form, if applicable.

### Length

The project description may not exceed 1,250 words; please include the word count at the end of the proposal. (Bibliography is not included in page count.)

### Additional Considerations

Applicants should understand:

1. If projects involve research or data collection using human subjects, the proposer must include a copy of the Institutional Review Board (IRB) approval, according to [JMU policy number 1104](#). For more information see the [JMU Office of Research Integrity](#).
2. If projects involve research or data collection using live, vertebrate animals, the proposer must include the Institutional Animal Care and Use Committee (IACUC) approval, according to [JMU policy number 2202](#). For more information see the [JMU Office of Research Integrity](#).

### Professional Resume

Applicants should include a current curriculum vitae which conforms to the conventions of their discipline. Be sure to list dates of conferral of degrees earned and dates for academic honors, awards or fellowships received. Note that the CVPA Development Committee will evaluate leave applications first and foremost on the merit of the proposal. Professional credentials will be considered when reviewing proposals of equal or comparable merit and when determining the applicant's potential for successful leave activities.

## CRITERIA/GOVERNING POLICIES

The CVPA Development Committee will make recommendations based on the following criteria and governing policies:

1. The proposal must demonstrate a positive effect on the teaching quality and scholarly achievement of the applicant and of the College and University's academic programs. Graduate or postgraduate work encompassing activities that enhance the teaching effectiveness of the applicant through formal course work and related direct experience will warrant the consideration of the selection committee.
2. Competition is limited to full-time faculty and school directors who have completed a minimum of three years of service at James Madison University and who are tenured or on tenure track or in renewable-term appointments at the time of application. An additional five full years of continuous service must be completed before a subsequent Educational Leave may be awarded to the same individual with the leave activities to be pursued during the sixth year.
3. Proposals should be written in a clear, coherent, and concise manner, expressing the concept and organization of the project.
4. The applicant must show commitment to work full-time on the project during the leave.
5. If projects involve research or data collection using human subjects, the proposer must include a copy of the Institutional Review Board (IRB) approval, according to [JMU policy number 1104](#). For more information see the [JMU Office of Research Integrity](#).
6. If projects involve research or data collection using live, vertebrate animals, the proposer must include the Institutional Animal Care and Use Committee (IACUC) approval, according to [JMU policy number 2202](#). For more information see the [JMU Office of Research Integrity](#).
7. Final choices will be based upon the recommendations of the College Development Committee as they determine the relative merit of each proposal. All things being equal,

preference will be given to those who show significant impact in the classroom and senior applicants who have demonstrated a high quality of service to the College and University.

### EVALUATION PROCEDURES

The College Development Committee will review all proposals eligible for consideration for funding. The committee is composed of six experienced faculty members, two elected from each school within the College, based on their knowledge, teaching effectiveness and scholarly accomplishments. The associate dean of the college serves as non-voting chair of the committee. The committee's recommendations are not subject to appeal, but the committee will maintain records of its deliberations and, upon written request by an applicant, provide a summary evaluation of the applicant's proposal after the announcement of leave recipients is made. Leaves will be awarded based on the merit of the proposals. Seniority will be a factor in considering proposals of equal merit because, presumably, the need for renewal is greatest among those with the longest terms of service.

### NOTIFICATION OF LEAVE AWARD

The College Development Committee will forward proposals recommended for funding under the Educational Leaves Program to the Dean. The Dean will review the funds required by each school to employ part-time faculty to replace the faculty member on leave. The committee anticipates being able to fund at least two educational leaves for the 2021-2022 academic year. The Chair will notify the recipients of Faculty Educational Leave awards in writing by January 17, 2022.

College of Visual and Performing Arts  
**2021-2022 FACULTY EDUCATIONAL LEAVE PROPOSAL  
APPLICATION CHECKLIST**

To be considered complete, all applications must consist of the following:

- \_\_\_\_\_ 1. Project Summary/Abstract & Previous CVPA Support
- \_\_\_\_\_ 2. Project Description
- \_\_\_\_\_ 3. Professional Resume
- \_\_\_\_\_ 4. Application
- \_\_\_\_\_ 5. IRB and/or IACUC approval, if applicable
- \_\_\_\_\_ 6. Endorsement signed by School Director

Items should be sent to Associate Dean Wren Stevens in a single pdf in the order of the checklist.

College of Visual and Performing Arts  
**2021-2022 FACULTY EDUCATIONAL LEAVE PROPOSAL**  
**PROJECT SUMMARY**

Title of Project: \_\_\_\_\_

\_\_\_\_\_

Location of Project: \_\_\_\_\_

\_\_\_\_\_

Principal proposer: (Name) \_\_\_\_\_

School or Unit: \_\_\_\_\_

**ABSTRACT**

**PREVIOUS CVPA SUPPORT**



College of Visual and Performing Arts  
**2021-2022 FACULTY EDUCATIONAL LEAVE ENDORSEMENTS**

Applicant's Name \_\_\_\_\_

- I acknowledge that my project requires IRB or IACUC review and approval. I have attached the required approval form(s).
- No IRB or IACUC approval is necessary.

\_\_\_\_\_  
Applicant's Signature

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(To be completed by School Director)

While considering whether you approve your faculty member's Educational Leave proposal, please keep in mind that the ultimate purpose of these leaves is to sustain vigor in the University's academic instructional programs and to ensure that faculty members have the opportunity for professional development. Educational Leaves that achieve this purpose and whose goals are congruous with the mission of your school will be most significant to the faculty member, the College and the University. The CVPA Development Committee expects to budget \$10,800 in part-time replacement funds for a one semester leave or \$21,600 to fund part-time replacement for a full academic year leave. If you have more than one applicant from your area, please indicate the maximum number of people you can allow to be on leave. **If you do not support the application, attach a letter of explanation.** In either case, e-mail the proposal endorsement in pdf format to the Chair, College Development Committee.

I recommend \_\_\_\_\_, do not recommend \_\_\_\_\_, that this application be considered for a Faculty Educational Leave understanding that it should benefit the faculty member, the school and the university.

\_\_\_\_\_  
School Director's Signature

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