These guidelines outline the procedures of the University's Competitive Fellowship Leave program, which allows eligible faculty members the opportunity to take advantage of fellowship offers made through several prestigious and highly competitive national or international programs, e.g. Fulbright, Guggenheim, Mellon, Social Science Research Council, American Council of Learned Societies, without major financial detriment.

Five principles guide the Competitive Fellowship Leave procedures:

1. It is in the interest of the University that its faculty seek and accept competitive fellowship awards; hence, every effort should be made administratively to permit faculty members so honored to accept competitive awards.

2. Faculty members should ordinarily not be called upon to make major financial sacrifices in order to accept competitive fellowships; hence, every effort should be made to maintain faculty members' total income during the period of their fellowships at or near their scheduled salaries at Rutgers.

3. In order to maintain the integrity of the overall academic programs of the home departments of faculty members receiving competitive fellowship leaves, the campus chancellors, and in New Brunswick the academic deans, acting in cooperation with chairs, deans or academic directors as appropriate, as well as the recipients of leaves, will allocate resources available to their campuses and units as a result of fellowship awards, with special attention to appropriate and adequate replacement of instructional responsibilities, including supervision of graduate students. It is the intent of this principle to provide maximum flexibility to campus chancellors, and in New Brunswick the academic deans, in dealing with individual cases, but as a general principle, such arrangements will not involve the infusion of new salary dollars into the budgets of the home departments of faculty members receiving competitive fellowship leaves.

4. The length of a continuous leave of absence from the University for any and all reasons and on the basis of any and all combinations of leave programs is ordinarily limited to two successive academic years. It is expected that faculty members granted Competitive Fellowship Leaves will resume their duties at the University upon their return for not less than the period of their leaves.

5. The period of the leave from the University for Competitive Fellowship Leave will be counted toward the faculty member's eligibility for consideration for the Sabbatical Leave Program in subsequent years.

Accordingly, the following procedures have been devised:

A. Faculty members who are selected on the basis of national or international competition for a fellowship awarded by a recognized organization may request Competitive Fellowship Leave from the University. On the Camden and Newark campuses, a faculty member's request must be approved by the individual's department chair, dean or academic director, and Chancellor, who has final approval of CFL applications on those campuses. In New Brunswick, individual requests must be approved by the faculty member's department chair, academic director if appropriate, and academic dean. Academic deans have final approval of CFL applications in New Brunswick units. All requests will be subject to the University's fiscal situation in any given year.
B. The recipients of fellowship leaves will be placed on leave with salary in order to preserve their full benefits package. The fellowship stipend, or a portion thereof, must provide for instructional replacement, including actual fringe benefit costs, as determined by the chancellor or dean in consultation with the appropriate chair and, if necessary, dean or academic director. At the option of the chancellor or dean, some or all of the difference between the stipend and the instructional replacement costs or equivalent expenses may be made available as a research account to meet demonstrated expenses of the awardee in connection with the fellowship.

Example: Prof. Y receives a Guggenheim with a stipend of $37,000. It is determined that $33,840 is needed by the department to provide for a replacement and/or a department research resource. In this case, Prof. Y may retain, as determined by the chancellor or dean, a portion of the stipend for extraordinary research support of up to $3,160.

C. As a general principle, the minimum amount that the faculty member must make available from the stipend in order to provide for a replacement or equivalent educational resource will be equal to the value assigned to a coadjutant or a part-time lecturer line; the minimum value for a part-time lecturer line in 2009-2010 is $33,840.

D. Requests for Competitive Fellowship Leave for AY 2009-2010 are to be prepared using the Competitive Fellowship Leave Replacement (CFLR) Agreement and Authorization Form available in the Offices of the Chancellors, Deans, and Academic Directors. Completed forms are to be forwarded through the appropriate officers (department chair, dean, or academic director) with the necessary endorsements, to be received by the chancellor, in Camden and Newark, or by the academic dean, in New Brunswick, as soon as possible, but no later than May 1, 2009.

Questions concerning the CFL program may be addressed to the following:

Camden Faculty: Iris Rodriguez, Acting Senior Executive Associate (856-225-2969)
Newark Faculty: Janice Friedland, Senior Executive Associate (973-353-5541 ext. 3334)
New Brunswick Faculty: Academic Dean or Vice President for Information Services and University Librarian
University Controller: Tim Stein, Assistant University Controller (732-445-5052)

Issued: 09/08
COMPETITIVE FELLOWSHIP LEAVE REPLACEMENT (CFLR)

INSTRUCTIONS FOR COMPLETING AGREEMENT AND AUTHORIZATION FORM

a. Requestor completes Section A. (Please attach a copy of the award letter/s.) Requestor obtains Chair's endorsement in Section A.

b. Requestor and, if appropriate, Director and Dean complete Section B.

c. Requestor or, if appropriate, Director/Dean forwards CFLR Form to Chancellor or Dean for endorsement in Section C.

d. Chancellor or Dean forwards CFLR Form to Tim Stein, Assistant University Controller, Room 317, Administrative Services Building, Busch Campus, for completion of Section D. Requestor may contact the Assistant University Controller with questions regarding fiscal arrangements.

e. The Assistant University Controller will confirm fiscal arrangements in a "broadcast letter" and will forward copies and attachments of this letter to the following distribution:

   1. Requestor
   2. Department Chair
   3. Dean/Director
   4. Chancellor or Dean
   5. Payroll Services
   6. University Controller
   7. Executive Vice President for Academic Affairs

f. To implement the Competitive Fellowship Leave, the Department Chair forwards the approved CFLR Form and faculty member's Personnel Data Record (PDR) to the Dean and/or Director as appropriate. In Camden and Newark, the Dean/Director forwards the PDR to the Chancellor. In New Brunswick, the PDR is forwarded directly to the Dean of the academic unit. The Chancellors and New Brunswick Deans forward the PDRs to the Payroll Services Office, Administrative Services Building, Busch Campus, Piscataway.

Issued: 09/08
SECTION A: Requestor Information and Department Chair Endorsement

Requestor's Name: ____________________________ Date: ____________

Social Security Number: ____________________________

Account and Position Number: ____________________________

Unit and Department: ____________________________

Campus Address: ____________________________________________

________________________________________________________________

E-Mail Address: ____________________________

Home Address: ____________________________________________

________________________________________________________________

Campus Telephone: ____________________________ Home Telephone: ____________________________

Requests leave of absence with pay for the purpose of:

________________________________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________

Name of Funding Agency ____________________________________________

(Please attach copy of award letter(s).)

Title of Research Proposal ____________________________________________

Department Chair Endorsement ____________________________/ ____________

(Type name and title below signature) Date
COMPETITIVE FELLOWSHIP LEAVE REPLACEMENT AGREEMENT AND AUTHORIZATION FORM

SECTION B: Requestor and Newark/Camden Dean or Chair/Director Agreement

I am requesting a Competitive Fellowship Leave from __________________ to ____________ and agree to pay for my replacement or for equivalent resources by payroll deductions. It is understood that, if necessary, any monies due that cannot be collected by payroll deductions will require a "by-arrangement" payback agreement with the University Controller. It is also understood that all financial arrangements are to be completed BEFORE the start of the Competitive Fellowship Leave period.

Agreement is for leave and instructional replacement costs as outlined below in the amount of $________________

Requestor's Signature _____________________________________________ / ____________________________

Dean/Chair/Director's Endorsement _____________________________________________ / ____________________________
(Type name and title below signature)       Date

SECTION C: Final Endorsement of Newark/Camden Chancellor or New Brunswick Dean

Chancellor/Dean Endorsement _____________________________________________ / ____________________________
(Type name and title below signature)        Date

SECTION D: University Payroll Services

Date Received ____________________________

This is to certify for __________________________________________ (Social Security #)

(TYPE requestor's full name)      (Social Security #)

NET BI-WEEKLY PAYMENT* OF $__________________ AS OF (Date) ____________________________

BASIS IS CURRENT ANNUAL GROSS SALARY OF $ ____________________________

Manager's/Asst. Manager's Signature _____________________________________________ / ____________________________
(Type name and title below signature)       Date

*If the amount of the leave replacement payback is in excess of the monies available through payroll withholding, a "by-arrangement" payback agreement must be completed as provided in Section B.

NOTE: Immediately following approval of the leave (before the effective date of the leave) the faculty member must consult with Tim Stein, Assistant University Controller (extension 445-5052 in New Brunswick), to complete the financial arrangements of the leave.

Please keep a copy of this form for your records. Upon final approval, a "broadcast letter" with a copy of the completed CFLR Form will be sent to you for your records.

Agreement and Authorization Form, page 2 of 2

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