

# peer and aspirational institution study of professional development leave for non-tenured faculty

a study of the top 30 schools in the [2024 US News rankings](#)

prepared by the

[Association of Teaching, Research, & Practice Faculty](#)

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Institution & Rank (w/ link to policy)

3	<a href="#">Harvard</a>
5	<a href="#">Yale</a>
6	<a href="#">Penn</a>
8	<a href="#">Duke</a>
9	<a href="#">Brown</a>
12	<a href="#">Chicago</a>
12	<a href="#">Columbia</a>
12	<a href="#">Cornell</a>
15	<a href="#">UC-Berkeley</a>
16	<a href="#">UCLA</a>
18	<a href="#">Vanderbilt</a>
21	<a href="#">Michigan</a>
24	<a href="#">Emory</a>
24	<a href="#">Virginia</a>
28	<a href="#">USC</a>
28	<a href="#">UC-Davis</a>
28	<a href="#">UC-San Diego</a>
28	<a href="#">Florida</a>

2 Quarters of Leave

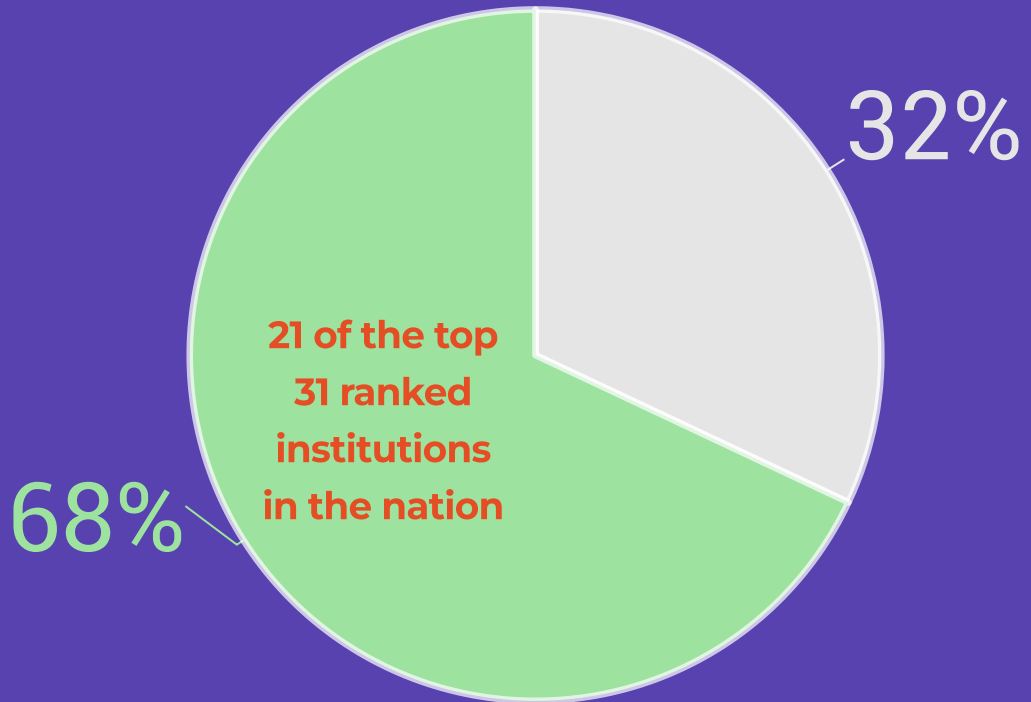
3	<a href="#">Stanford</a>
7	<a href="#">Cal Tech</a>
9	<a href="#">Northwestern</a>

1 Quarter of Leave

1	<a href="#">Princeton</a>	20	<a href="#">Notre Dame</a>
2	<a href="#">MIT</a>	22	<a href="#">Georgetown</a>
7	<a href="#">Johns Hopkins</a>	22	<a href="#">UNC Chapel Hill</a>
17	<a href="#">Rice</a>	24	<a href="#">Carnegie Mellon</a>
18	<a href="#">Dartmouth</a>	24	<a href="#">WashU</a>

No Leave

● No leave ● Offers professional leave



Number of Quarters

of Professional Development Leave Awarded to NTT faculty

# Quotes from peer institutions as to **why** they offer professional development leave...

**"To undertake creative/scholarly work."  
(Northwestern)**

**"to pursue scholarly interests and maintain professional standing."  
(Stanford)**

**"we believe that sabbaticals open the door to crucial professional growth. While on sabbatical, Brown's faculty apply their creativity and intellectual curiosity in exciting ways, ultimately contributing crucial new insights to academic literature and driving stimulating discussion in the classroom."  
(Brown)**

**"to permit engagement in scholarly activities that are not otherwise practicably available and that will significantly enhance the individual's professional effectiveness."  
(University of Michigan)**

**"[to engage in] programs designed to increase professional competence"  
(U Penn)**

**"investing in a full-time lecturer's ability to engage in pedagogical and/or curricular innovation"  
(Boston U)**

**"to further their research or other creative activities and in doing so, to enhance their service to the University."  
(UC Berkeley)**

**"to conduct research, write, or otherwise engage in scholarly or professional activity."  
(Columbia)**

**"...a paid research leave is to make it possible for professors of the practice to take time off from their regular University responsibilities, including teaching and administrative service, in order to focus on their scholarly work"  
(Harvard)**

**"such activity will enhance the Lecturer's pedagogy or subject matter expertise in their respective fields, how the activity advances the University's teaching mission..."  
(Chicago)**

"Do art direction for a feature film.  
Then develop a course to teach  
students how to do it."

"Join a research lab to update research skills and  
then update research lab course content"

"Travel to other universities to study how they teach our core  
subject classes to see how to incorporate their best  
practices at WU"

"Perform on Broadway/in a touring company"

"Travel to the site of a developing study abroad program  
to see how best to employ on-site local resources for the  
students in the program and meet course partners in  
person"

"Finish a third textbook"

"Work in industry  
to gain experience"

"Study abroad with an international  
strategy course leader"

"Work as a visiting professor in another  
school to see how they teach the material or  
travel around other schools to see their best  
teaching practices in action"

"Teach in a foreign country to see the  
local approach to my topic"

"Offer professional services pro bono  
to WU partners and refresh real-world  
experience."

"Apply for a Fulbright scholarship  
to teach communication skills to  
Engineers"

"Visit other schools to see how they use  
lab work and hands on experience within  
their courses and see how to adopt their  
best practices for implementation at WU"

"Join a start up to see the skills needed  
and design a course to teach them"

"Increase my private practice work for  
experience to write a textbook on the  
implementation of current theory into  
practice and redesign my course to  
integrate those  
practices"

"Develop a website and my  
practice. Arrange an exhibition of  
my work. Then design a course on  
how to make a business of your  
work."



**Testimonials from Washington University  
non-tenured faculty  
regarding how they would use  
professional development leave to  
advance their teaching at WashU**