

Leaves of Absence for Faculty with Fellowships

The College seeks to encourage faculty to apply for and accept research fellowships from distinguished funding agencies such as the Guggenheim Foundation, the Center for Advanced Study in the Behavioral Sciences, the National Endowment for the Humanities, the Harvard-Radcliffe Institute for Advanced Study, the Institute for Advanced Study at Princeton, the American Council of Learned Societies, and others.

Faculty in the ranks of assistant professor, associate professor, professor, assistant professor of professional practice, associate professor of professional practice, and professor of professional practice who apply for prestigious fellowships that contribute to their professional development and to the reputation of Barnard College can petition the Provost for a Fellowship Leave with supplemental salary in order to maintain full salary and benefits during the period of the research fellowship. A faculty member who receives a fellowship during a semester in which they would otherwise have been eligible for sabbatical can defer the earned sabbatical leave and be approved to receive salary supplement under the auspices of a Fellowship Leave.

The faculty member must submit an [authorization form](#) along with a summary of their application materials to the Sponsored Research Office at least two weeks prior to the external funder's application deadline. The Provost will review this petition to confirm that the fellowship is eligible for the salary supplement and that the relevant department chair endorses the proposed period of leave.

The salary supplement will fund the difference between the amount of the fellowship and the amount of the faculty member's base salary provided that the fellowship is equal to or greater than course replacement costs. In AY 2025-2026, the fellowship minimum will need to be \$32,500 for one semester and \$65,000 for two semesters. In no case will the external fellowship plus the College supplement exceed the faculty member's full base salary. Faculty maintain non-salary benefits during fellowship leaves and remain responsible for paying the employee contribution toward health insurance premiums.

Approval of a salary supplement is not automatic, and will depend on the ability of the faculty member's department and program to staff courses in the faculty member's absence, on the prestige of the grant, and on the frequency with which the faculty member has been approved for prior unpaid leaves and leaves with supplemental salary from the College.

Faculty are not to exceed two semesters of sabbatical and two semesters of Fellowship Leave within a seven-year period, except in the case of exceptional circumstances as discussed with their Chair and the Provost.

As with sabbaticals, a faculty member who receives a salary supplement is obligated to file a report upon return to the College to the Provost summarizing their leave and must return to the College for at least one year following the leave. Faculty in their terminal year of employment at the College are not eligible for this fellowship leave program.

Approved by Department Chairs and Program Directors in Fall 2013; financial structure revised in January 2025.