



## Office of the Provost

FLORIDA INTERNATIONAL UNIVERSITY

To: All Full-Time Faculty (In-Unit and Out-of-Unit)  
From: Elizabeth M. Béjar, Provost, Executive Vice President and COO  
Date: September 16, 2026  
Re: Call for Sabbatical & Professional Development Applications

The Office of the Provost is pleased to announce that we are accepting applications for Sabbatical and Professional Development (PD) to be taken during AY 2027-2028. Here is the [calendar](#). Criteria and application details are explained below.

- Applications for Sabbatical and PD are due **October 21, 2026 at 11:59pm**.
- All aspects of the application submission, review, award notification, and final report will be conducted through [Panther180](#).
- Paper applications and supporting materials will not be accepted. Please note that the related policy and procedures can be found in the [CBA](#) (pp. 152-160) and instructions for accessing the online system are available on the [Panther180 Support & Training](#) webpage.
- **To apply and confirm eligibility, please email [panther180@fiu.edu](mailto:panther180@fiu.edu) by September 21, 2026.**
- **Once eligibility has been confirmed, you will be granted access on September 22, 2026.** Upon signing into Panther180 you will find the application link on your home page.
- Please see the attached document for more detailed guidance in preparation of your application.
- You will only be considered for the type of award for which you are eligible (e.g., sabbatical or professional development). Be sure to clearly specify your semester preference(s) for which you would like to be considered.
- Additionally, if awarded a sabbatical or PD, you are required to submit a 2-page report summarizing the outcomes no later than **June 11, 2028**. This report will comprise part of your annual evaluation and should include one to two paragraphs describing three (or all four, as applicable) of the following:
  1. A summary of your activities while on Sabbatical/PD (*required*)
  2. Research or creative work produced and/or expected to be produced (*as applicable*)
  3. Enhancements to the teaching and learning enterprise (*as applicable*)
  4. The benefit to you, your profession, and to FIU (*required*)

- Faculty are not normally eligible for a second sabbatical or PD until six years of continuous service have been completed following a previous sabbatical or PD. The six years are measured from the end of the first sabbatical or PD to the beginning of the second sabbatical or PD.
- **Sabbaticals and PDs may no longer be banked.** We will only approve a sabbatical or PD deferral in extremely rare circumstances. Our expectation is that if you are applying in this year's pool, it is your intention to pursue your sabbatical/PD during the next academic year. This is important as the numbers of awards offered are determined on an annual basis per the [FIU Board of Trustees and the United Faculty of Florida Collective Bargaining Agreement](#); additionally, there are human resource management challenges with multiple and consistent deferrals.
- Faculty must be in good standing (i.e., no discipline, investigations, etc.) in order to be considered for and to receive the sabbatical or professional development award.
- A tenured employee who is compensated through a contract or grant may receive a sabbatical or PD only if the contract or grant allows a sabbatical/PD and the employee meets all other eligibility requirements.
- **Tenured faculty who currently hold an administrative position must apply for a PD and not a sabbatical given their current out-of-unit status. Once accepted, they must step down from administration in order to receive the PD.**
- The award of a competitive sabbatical/PD is contingent upon a determination by your department Chair and school or college Dean that the unit can accommodate your absence in the requested semester.
- **All applicants will be notified by January 30, 2027.**

## **Sabbaticals**

Sabbaticals are granted to increase tenured faculty members' value to the University through enhanced opportunities for planned travel, research, writing, professional renewal, study, formal education or other experiences of professional value. Sabbaticals are not granted as a reward for service ([FIU Board of Trustees and the United Faculty of Florida Collective Bargaining Agreement \(CBA\)](#)).

### **Eligibility:**

- All full-time, tenured faculty with at least six years of continuous full-time service at FIU are eligible to apply for either a "one-semester, full pay;" "two semesters, two-thirds pay;" or "two semesters, half-pay" sabbatical.

### **Types of Sabbaticals:**

#### **Competitive Sabbaticals:**

Sabbaticals for one semester at full pay are highly competitive. The number of sabbaticals is determined as per the [CBA](#). The same number of sabbaticals are awarded for two semesters at two-thirds pay and are available on a competitive basis to tenured faculty.

### **Non-Competitive Sabbaticals:**

Sabbaticals for two semesters at half-pay will be made available to eligible faculty and in accordance with the [FIU Sabbatical Policy and Procedures](#). The award of a non-competitive sabbatical is contingent upon a determination by your department Chair and school or college Dean that the unit can accommodate your absence in the requested semester.

### **Professional Development**

The purpose of Professional Development is to provide employees who are not eligible to apply for a sabbatical with opportunities to increase the employee's value to the university through enhanced opportunities for professional renewal, educational travel, formal education, writing (to completion) of dissertation/thesis with clear defense and graduation plans, research, writing or other experience of professional value, but not as a reward for service ( [FIU Board of Trustees and the United Faculty of Florida Collective Bargaining Agreement \(CBA\)](#)).

#### **Eligibility:**

- **All full-time, non-tenure-earning faculty and all out-of-unit faculty (COL, HWCOR, out-of-unit administrators)** with at least six years of continuous service at FIU are eligible to apply for a one-semester, full pay; or two semesters, half-pay professional development, as outlined in the [CBA](#). **Note that these awards ARE NOT interchangeable after the PD has been offered/awarded.**
- **All PD applications are competitive.**
- Applicants must rank their preference for either one semester at full pay or two semesters at half pay. Those requesting one semester at full pay must also identify their preferred semester.

#### **Promotions and Post-Tenure Review:**

Faculty granted sabbatical or professional development who are going up for promotion or post-tenure review during the leave are responsible for staying abreast of the processes (including the 5-day rebuttal period) in Panther180.

**If you have any questions about either application process, please visit the [Faculty Resources](#) webpage or contact [sabbprofdev@fiu.edu](mailto:sabbprofdev@fiu.edu).**

### **Office of Faculty Leadership and Success**

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