

Missouri Western State University

**Professional Leaves with Partial Pay and Benefits
Employment Policies**

Approved: 06/30/2009

The purpose of professional leaves with partial pay and benefits is to increase the professional development of faculty and staff. Competitive selection for special activities outside of the University, such as Fulbright awards, will be viewed as evidence of scholarly reputation and will serve as an indicator of faculty/staff excellence. For example, faculty scholars in the Fulbright Scholar program, and on related leaves, will receive a salary that is a combination of external resources from the Fulbright Award and the University. The actual amount of the salary received will be dependent on the actual cost of replacement instruction. Faculty on such leaves will continue to receive associated benefits from the University.