

Academic Affairs Policy on Entrepreneurial Leave

Approved unanimously in Dean's Council, 1/20/15; approved by BFA, 2/2/2015

The University of Colorado-Boulder is fortunate to be situated in one of the most vibrant entrepreneurial communities in the world. As a part of this community, the Campus is committed to supporting the research and discovery of its faculty and their efforts to translate innovations developed on Campus into products or services in the marketplace, thereby contributing to society more broadly.

The Campus' support for entrepreneurial activity and innovation includes the ability of faculty members to appeal, on a case-by-case basis, to their respective Departments and Colleges for a one-year (unpaid) leave for the purpose of advancing commercial or entrepreneurial activities.

To that end:

1. This policy is applicable to tenured and tenure-track faculty. If a Dean, upon the recommendation of the relevant Department or sub-unit, believes such a leave and potential tenure-clock stoppage are warranted, s/he should petition the Provost. The Provost carries the final authority as to the granting of such leave.
2. In selective cases, this leave, if granted to an Assistant Professor, can include delaying the tenure-clock by one year.
3. Petitions to the Provost should address the nature and purpose of the entrepreneurial work as well as the relevant dates of leave being requested. The petition should also comment on how or why the nature of the entrepreneurial work will impede or affect a faculty member's progress in teaching or research, whether or not it is associated with the entrepreneurial activity. Finally, the petition should clearly comment on how this leave, if granted, would be in the best interest of the Campus.
4. Innovative entrepreneurial efforts and outcomes as considered by this policy may be expressed in several forms. They may include, but are not limited to, novel commercial innovation, social ventures and start-ups, patenting, licensing, and lending executive leadership to newly forming companies.
5. Tenure clock stops will occur when the leaves are for 100% time. If the individual continues to be appointed at some portion of his/her normal duties, the percentage of appointment will be changed to reflect this effort and, for Assistant Professors, the tenure clock will not be stopped.
6. Entrepreneurial efforts and outcomes as recognized here are important to the Campus and its vibrancy. They do not, however, substitute for or off-set expectations generally expected of research and teaching, including graduate mentorship. Departments, Schools, and Colleges should revise their governance documents, if appropriate, to clarify and recognize entrepreneurial efforts and outcomes as a component of the overall dossier of a faculty member, but affirm that such efforts and outcomes are not substitutes for generally applicable expectations for teaching and research during personnel reviews.