PROFESSIONAL DEVELOPMENT LEAVE AT THE FIU LIBRARIES: A BENEFIT FOR KEEPING BURNOUT AT BAY!

Gayle Williams
First Thursday
February 2, 2017
Sabbatical Leave

Professional Development Leave

What’s the Difference?

Available for

Tenure Earning Faculty

Non Tenure-Earning Faculty

FIU Librarians!
Why take Professional Development Leave?

**Opportunities Mesh with Reasons for Finding a Research Focus**
*(2015 Peer Review & Research discussion)*

<table>
<thead>
<tr>
<th>Professional Renewal</th>
<th>Development expertise on topic of interest (research, publications, conferences)</th>
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<tbody>
<tr>
<td>Educational Travel</td>
<td>Use networking to participate in projects</td>
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<tr>
<td>Formal Education</td>
<td>‘How can I help?’/‘What’s missing’ curiosity leads to projects that contribute to a discipline or service</td>
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<tr>
<td>Research</td>
<td></td>
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<td>Writing</td>
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<td>Other Experience of Professional Value</td>
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Why take Professional Development Leave?

**BURNOUT**

Workplace situations lead an employee to experience exhaustion, lack of enthusiasm & motivation, feelings of ineffectiveness in the workplace, and may introduce an attitude of frustration or cynicism, and/or reduced efficacy in the workplace.

Usually ascribed to human service professionals—nurses, police officers, social workers (librarians fit here!)

Professional burnout sometimes resolved by leaving a profession altogether and embarking on a new career to regain energies and enhanced feelings of worthiness.
BEFORE AND AFTER BURNOUT
Why take Professional Development Leave?

Benefits

Recharged sense of purpose

Pride in achievement of your project

Finished project

Good stuff for promotion!
BEFORE AND AFTER PROFESSIONAL DEVELOPMENT LEAVE
Professional Development Leaves Taken at the FIU Libraries

(PDL has been available for us since 1976 but only a small handful of people seem to have taken it)

Patricia Ianuzzi
Ca. late 1990s

Susan Weiss
Retired 2013
Two PDLs!

Gayle Williams
Spring 2016

Lauren Christos
Fall 2016
GAYLE’S PROFESSIONAL DEVELOPMENT LEAVE

My Whys

- Regret at passing up sabbatical opportunity in previous position!

- My first year at FIU, the PDL application announcement caught my eye. Counting down 6 years!

- Eligibility timed nicely with SALALM discussions about edited book on Latin American collection development for which I volunteered as co-editor.
GAYLE’S PROFESSIONAL DEVELOPMENT LEAVE

Process
- Fall 2014—Met with department head to discuss intention to apply; notified Dean of the same
- Prepared PDL application form and submitted by deadline
- Waiting game
- December 2014—received email notification of approval of Spring 2016 PDL on Friday evening
- Weekend Celebration!
**Gayle’s Professional Development Leave**

- **Preparation (personal)**
  - Not necessary to be in Miami all spring
  - Also determined that there would be time to work on 2\textsuperscript{nd} project
  - Discovered 2\textsuperscript{nd} project would benefit from trip to Brazil to examine materials not held in US libraries
  - Decided to act on long-standing invitation from colleague in Rio de Janeiro to stay at her apartment
  - After realizing I didn’t mean for the whole semester, she said yes, with dogwalking conditional to my stay
  - Rio, here I come!
INSPIRAÇÃO NO RIO DE JANEIRO!
GAYLE’S PROFESSIONAL DEVELOPMENT LEAVE

- Back in Miami
- February
  - Prepare to receive edited papers
  - Send book proposal to potential publishers
  - Review *Chicago Manual of Style* usage
  - First batch of papers arrive!
  - Confer with co-editor on our editing process
  - 1st batch of requests for deadline extensions arrive 😞
GAYLE’S PROFESSIONAL DEVELOPMENT LEAVE

- Back in Miami
- March
  - Read papers
  - Revise papers
  - Phone call with co-editor to put revisions together
  - Send revised papers back to authors for corrections and rewrites
  - Success! Contract with McFarland Publishers for the book
  - More deadline extensions 😞
GAYLE’S PROFESSIONAL DEVELOPMENT LEAVE

- Cabin Fever Sets in!
- April
  - Time to hit the road
  - Two weeks in Oklahoma and Texas
  - More phone call revisions
  - Revisions on hold when co-editor has family emergency
  - Stops at a couple of libraries to review items for other project
- May
  - Start adjustment to return to office
  - Review what’s outstanding in revisions, papers out
  - Collect contributor releases
June 2016-The Present

- Back in the saddle at Green Library!
- Publisher is very patient with a flexible deadline
- During Fall 2016 a couple of contributors begged to make slight revisions to papers
- Final paper received November 2016
- Time for the holidays!
- Final completion of manuscript for the publisher in progress
- Not sure when galley proofs will be received
- Anticipate publication of book in 2017
- Waiting for 2022 eligibility!
Final thoughts

- Librarians grow their annual review/workplan to have potential for promotion
- Use that same path to get to applying for YOUR professional development leave
- When you’re ready to apply, notify your supervisor and the Dean
- When your PDL is approved, plan out your leave time with your supervisor—what duties can be shared, delegated, or put on hold?
- Supervisor may be able to request compensation in order to hire part-time and lessen the workload