



عمادة الاشراف والتنسيق البحثي
Deanship of Research Oversight and Coordination

Guidelines for Industrial Sabbatical Leave Research Grant

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Deanship of Research Oversight and Coordination
King Fahd University of Petroleum & Minerals



A. Introduction

King Fahd University of Petroleum & Minerals provides an opportunity to faculty members (including RI research engineers/scientists) to spend their sabbatical leave in a reputable industrial organization. Sabbatical leave is a privilege and is granted only when it can be shown that the applicant is capable of using this period in a manner that will thereafter increase the applicant's effectiveness to KFUPM. The sabbatical leave guidelines aim to inform a faculty member who intends to apply for sabbatical leave about all related issues. It focuses on the main objectives, eligibility, proposal preparation and evaluation, and the procedures for processing the sabbatical leave application. The guidelines also provide details on the report to be submitted upon return from the sabbatical leave, the process for evaluating the report and what the University expects from the sabbatical leave. The sabbatical leave is expected to benefit all parties by rejuvenating the faculty member, broadening the department's expertise, and enhancing the University's reputation. The following guidelines and procedures have been established by KFUPM so as to expand the scope of industry experience to its Faculty.

B. Objective

The main objective of the sabbatical leave is to provide KFUPM faculty with a change of atmosphere in order to pursue scholarly activities and to furnish a better environment for academic recuperation and rejuvenation. The sabbatical leave also provides the means to interact directly with scholars in reputable academic and research institutions. The following are considered as scholarly activities for the purpose of sabbatical leave:

1. To pursue, extend or diversify ongoing research;
2. To initiate and pursue research in new areas;
3. To work in industry in the area of research and development; the aim of spending sabbatical leave in industry is to develop applied research-oriented expertise, to develop expertise in practical oriented course(s) or to create an engineering design or product; and
4. To write a research-oriented book or a research monograph.

During the leave, the faculty member is expected to interact with academicians and/or researchers in other institutions with the view of developing his expertise. The faculty member is also expected to contribute to the literature in his field by publishing in reputable journals. In general, faculty members on sabbatical leave are encouraged to attend scientific meetings,



conferences, teach courses, present seminars in host organization. This will promote KFUPM's standing.

The University subscribes to the notion that Faculty members' professional careers is enriched by practical experience gained through an industry placement with a reputable host organization /organization, domestically, regionally, or internationally. The interaction with local and international industry helps in identifying local needs and problems faced by local industries, as well as providing faculty with knowledge and accrued experiences gained in a non-Academic environment, thus contributing to the development of both academic teaching programs as well as the University's research.

Industry experience leave must not be confused with current University sabbatical leave program. Industry experience leave is intended to be of a more general nature in submission which is quicker and less onerous in the review process. Sabbatical leave is designed to provide KFUPM Faculty with a change of atmosphere, in order to pursue activities with scholars in reputable academic and research organization with the aim of pursuing or extending research in the faculty's area of interest.

The current stage of Saudi Arabia's economic and industrial development necessitates a strong interlink between Academia and Industry through such Faculty industry placements. The envisaged Saudi privatization program and industrial diversification base of the economy requires a two-way flow of ideas between researchers and industry that will be of benefit to both in the form of developing research-oriented expertise, gaining industry specific experience or creating an engineering design or product. This two-way linkage is a common feature of cutting edge research and technology/engineering based international universities

All of the aforementioned activities must be relevant to the faculty member's academic development and in accordance with the needs of his department, the University, and the Kingdom.

C. Eligibility

KFUPM faculty and RI research engineers/scientists are eligible to apply for sabbatical leave after serving the University for a period of at least THREE (3) years. Additionally, the must have authored, at the minimum, 2 published papers, OR was awarded a minimum of one University funded research project as Principal Investigator and which led to research publication of a minimum of 1 paper. The faculty member must agree to return to KFUPM for at least one academic year of service after the termination of the sabbatical year, otherwise, he has to



repay any compensation (Salary plus any other expenses paid by the university during the sabbatical year).

Faculty can take one or either of regular sabbatical leave or industrial experience leave every five years

D. Procedure for Processing Sabbatical Leave Application

D.1 Intent for Sabbatical Leave

Faculty interested in sabbatical leave should communicate their intent to the Dean of Faculty & Personnel Affairs **no later than three weeks after the faculty reporting date**. Copies of the letter of intent should be sent to the appropriate chairman/center director and Dean.

D.2 Determination of Eligibility

1. Immediately after receiving the letter of intent, the Dean of Faculty & Personnel Affairs will acknowledge its receipt to the faculty member. Copies of his acknowledgment letter are then sent to the appropriate chairman/center director and Dean.
2. The Dean of Faculty & Personnel Affairs will advise the faculty member of any information in his file that disqualifies him from further consideration in accordance with KFUPM rules and regulations. This advice should be communicated within two weeks of receipt of the letter of intent and copies should be addressed to the appropriate chairman/center director and Dean.

D.3 Submission of Formal Application

The eligible faculty member should submit his formal application to his Department Chairman/Center Director no later than eight weeks after the faculty reporting date with the following enclosures:

1. A complete research proposal prepared in accordance with “**Section E**” of these guidelines.
2. A letter of invitation from the host organization, and
3. Statement of understanding and compliance available in the **Appendix – 1** of these guidelines.



D.4 Evaluation and Recommendation by Department Chairman/Center Director

After receiving the application as specified, the Department Chairman/Center Director forwards his comments, evaluation and recommendations taking into consideration the following factors:

1. The applicant's academic and research activities in the department;
2. The relevance of the proposed sabbatical leave activity to the applicant's academic development, the Department, the University, and the Kingdom; and
3. The staffing situation in the Department/Center during the proposed year of absence of the applicant.

The Department Chairman/Center Director would complete the above tasks and forward the information to his Dean within two weeks of receiving the application.

D.5 Evaluation and Recommendation by Academic Dean

Upon receipt of the application and all the relevant documents from the Department Chairman/Center Director, the Academic Dean forwards the complete file to the Research Committee no later than two and a half months after the faculty reporting date.

E. Procedure & Format

The process involves several stages for a successful implementation of the scheme

E.1 Pre-Formal Application:

A qualified applicant, as per the eligibility rules, should in the first stage, approach an eligible host organization on an "informal basis" so as to ascertain the likelihood of a successful industrial experience placement with them. The Faculty member should be encouraged to provide the host organization with as much detail as possible about the preferred area of industrial experience, as well as the host organization's capacity/readiness to take on the Faculty, so as to jointly agree on a tentative plan of placement/rotation/training/research cooperation.

1. The applicant need to prepare a complete and detailed plan setting out the industry topic to be explored and its importance to him/KFUPM as well and/or the host organization, how the leave period will be used (whether there is a formal agreed plan with the host organization), the justification and selection of the particular host organization and its capabilities, and whether the industry placement will be carried out in one or more organizations.



2. The Principal Investigator submits the Research Proposal in the format prescribed by DROC, website <http://www.kfupm.edu.sa/deanships/dsr/en/Pages/default.aspx>
3. The Research Proposal needs to be submitted online using the below link <https://research.kfupm.edu.sa/Researcher/ProposalSubmissionMain.aspx>
4. This proponent's proposal/plan will be sent to the preferred host organization, along with an official letter from KFUPM (Appendix – 2) requesting their input to the plan, as well as requesting their formal agreement to the industrial experience placement.
5. Upon receipt of the host organizations' response and approval, (plus any other suggested amendments to the submitted plan), the following documents will be sent to two reviewers
6. The duration of the project cannot exceed 12 months.
7. The researchers will be paid as per the financial rules of the University.
8. During the Sabbatical Leave period, the faculty member will not be entitled for manpower compensation through other ongoing projects funded through the Deanship of Research Oversight and Coordination either as a principal investigator or as a co-investigator.
9. In order to expedite the process, it is strongly recommended that intending Faculty apply for such an industry experience leave at least six months before the intended leave date

F. Review & Evaluation Process

1. The research proposal will be reviewed by the University Research Committee (URC) with critique by two experts in the field, one External and one Internal. For projects that are carried out within Saudi Arabia, there will be two reviewers, one internal and one from within the Kingdom. For projects carried out outside Saudi Arabia, there will be two reviewers, one internal and the other from outside the Kingdom
2. Criteria used in evaluating proposals include parameters such as the project justification, clarity & achievability of proposed objectives, methodology, significance of project's expected outcomes, etc.
3. The proposal is discussed in the URC and is either
 - i. Recommended for immediate funding, or
 - ii. Not recommend for funding
4. Should the URC recommend University support of the project, it will submit the recommendation to the Scientific Council (SC) for its approval and authorization.
5. The Scientific Council reviews the case, and if the proposal is to be approved makes its recommendation and then forwards it to University Board.



6. Upon receiving the Scientific Council's recommendations, the University Board decides on the merits of the case. The faculty member is informed about the final decision.

However, if the proposal is rejected, the Academic Dean/Center Director informs the Department Chairman who, in turn, informs the proponent about the outcome, no later than two weeks after receiving the Scientific Council Report.

G. Host Organization

In order to maintain KFUPM quality standards, applicants for industry experience leave will be encouraged to seek placements with host organizations who have the following characteristics:

1. Name recognition in the field of the applicant (domestically, regionally or internationally).
2. Capable of providing quality applied and/ or basic research environment in the related field of the Faculty area of specialization
3. Able to sustain a full year placement by providing a wide range of industry experience, rotation as well as specialist training, if needed.

These host organizations can be:

1. Other educational institutions but only with those that have already demonstrated an active University/industry linkage for the Applicant to benefit from both host institutions or organizations (Academic and Industrial). Specifically, the Academic Institution should have an independent Industry connection ,onsite or offsite , with particular industries ,carrying out projects for that industry and to the benefit of only that industry .
2. Primary industry
3. Commercial/manufacturing enterprises
4. Governmental organizations

H. Approval/Rejection

1. The correct identification of a host organization and a fuller "informal" dialogue between the host organization and proponent on the area of research/experience/training needed, will diminish the likelihood of rejection at the



final stages, so as to encourage further placement with reputable hosts for other faculty in the future.

2. Upon receipt of the External Reviewers' Comments, the applicant will be advised by the University on the final status of his application

I. Procedure for Rebuttal

If the sabbatical leave application is rejected, the faculty member has the right to request reconsideration of the case. The request must include detailed reasons/arguments in support of his claim. The rebuttal must be filed within one month of the receipt of the rejection and should be forwarded through the same channels as the proposal. If the outcome is a second rejection, the case is considered closed. The faculty is eligible to apply again after two years.

J. Budget Preparation Guidelines (Extend of Support)

The leave benefits might include full monthly basic salary, regular transportation allowance, return air tickets for Faculty members and their eligible dependents, research support and medical allowance.

A detailed budget need to be prepared for each project and needs to include both manpower and equipment & supplies with complete details and justifications wherever applicable. The following guidelines needs be taken into consideration while preparing the proposed budget for the project. The budget will be reviewed by the research office and final itemized budget will be conveyed, before the official start of the project along with the project approval memo

S. No.	Item	Maximum Allocation (SR)	Period
1.	Project Manager (Principal Investigator)	Basic Salary	Month
2.	Secretary		
3.	Stationery	300	Per Project
4.	Standard Desktop/Laptop*	6,000	Project
5.	Books & References	One Basic Salary	Project
6.	Publication	13,500	Project
7.	Medical Insurance*	10,000	Project
8.	Round Trip Tickets*	Based on location	As per the University Policy *



9.	International Conference		
10.	International Consultant		
11.	Scientific Trip	Based on need	
12.	Journal Submission Fee (CIM Only)	3,600/ Project	US \$ 300 per paper for first submission

* Maximum Medical Insurance applicable only if accompanied by Family otherwise for only PI SR. 5,000. Tickets for PI and his family members including wife, unmarried daughters and sons (under 18 years) from Dammam – Host University. The approvals of IT peripherals like Desktop/Laptop/ Printer/ Scanner are subject to justifications and not being issued from a previously approved project funded by the Deanship.

K. Inception of the Project

Once the final approval is received for the proposal, the PI needs to ensure immediate creation of the project on the ERP system to facilitate project transitions based on the approved budget as well as the start and end dates.

The Research Project Agreement Form available on the DROC website needs to be submitted to the Research office after obtaining necessary approvals no later than one week from the receipt of the project approval memo.

L. Project Reports

L.1 Progress Report

A progress report must be submitted **semiannually (every 6 months)** on or before the due date as per the agreement in the prescribed **Progress Report Template** available on the DROC website.

L.2 Final Report

At the completion of any DROC-sponsored research project, the research team is required to submit a final report on the findings from the project. The final report should be submitted within One month of the completion date of the project. It is the responsibility of the PI to ensure that the Final Report is submitted to DROC within the period allowed. In exceptional circumstances, the submission date may be extended, but any requests must be made in writing, and approved by DROC before the original submission period expires. Submission of the final report after the one-month period may result in the non-payment of the final



installment of the compensation and can affect future funding requests submitted by the PI. Additionally, along with the final report, the PI should submit accomplishment report from the Host Organization report on the concerning period Faculty spent with them and one seminar to his Department on the benefits obtained from his industrial experience leave.

There are two types of final report format:

1. Type A Report: In the event the project team has submitted/accepted/published Journal Paper(s) a brief final report in the DROC format should be submitted along with all copies of the publication(s).
2. Type B: In the event the project team does not have published/submitted Journal paper(s), a detailed report needs to be submitted

To obtain further details on report types, their requirements and guidelines, visit the link <http://www.kfupm.edu.sa/deanships/dsr/en/Pages/Guidelines.aspx>

The University Research Committee evaluation is forwarded to the Scientific Council for its recommendation. The outcome is sent to the Academic Dean and to the Faculty and Personnel Committee. The Committee rating will be on the scale of Distinguished / Excellent / Very Good / Good / Fair / Poor. If the rating is Fair or below, the proponent may not be considered for the next cycle of sabbatical.

M. Acknowledgements

Proper acknowledgment of KFUPM support along with the project number in all publications and other outcomes resulting from completed funded projects whether funded by the University or outside organizations is mandatory. Accordingly, any publications or other outcomes with no acknowledgment to the project number would not be considered as part of that project. As per the University's regulations, multiple acknowledgements in project outcomes will be treated as per announced policy (Examples of Typical cases and acknowledgements are available at <https://dsr.kfupm.edu.sa/resources/multiple-projects-acknowledgment-policy>)

Research Project Outcomes: Project outcomes are only those which are direct outcomes of the project after its inception and that reflect clear acknowledgement of the project and its number. Only those publications that are real outcomes of the project and acknowledge the project number should be included as part of the final report



Appendix – 1

Statement of Understanding and Compliance

Name of Applicant: _____
Title: _____
College: _____
Dept. _____
Rank: _____
Period of Sabbatical Leave Requested: From _____, to _____

Sabbatical Plan

On a separate sheet, please complete your sabbatical leave plan according to the following outline:

A. Nature of the educational or professional program to be undertaken, including:

- 1) Sabbatical objectives: Knowledge, experience and/or expertise to be gained from the sabbatical for the benefit of the students, colleagues and campus(es).
- 2) Relationship of objectives to college goals, to anticipated duties or to any approved projects with which you are or anticipate being involved.
- 3) Sabbatical activities planned to accomplish the sabbatical objectives. This would include any programs of study, community services, colleges/businesses to be visited, travel, materials development, and an approximate time line for the different activities. Indicate any College-provided materials or facilities support you would require.

B. A summary, in outline form, of what you feel are your outstanding contributions to your college.

C. Indicate any financial remuneration from non-KFUPM sources to be received during the sabbatical leave, including grants, fellowships, and outside employment. If no outside funding will be received, indicate NONE.

Statement of Understanding and Compliance

I understand that sabbatical leave is granted in accordance with King Fahd University of Petroleum & Minerals policy, and that should I be authorized such leave, I shall carry out my sabbatical plan and, within one semester, submit a written report on my sabbatical activities. I also understand that I am required to return to the University for at least one year of service upon completion of the sabbatical leave upon return within the semester. I agree that if I refuse to return or if I did not satisfy the requirement of serving one year after return, I shall reimburse the University all compensation received from the University covering the sabbatical leave period. Otherwise, the university has the right to take any necessary action such as withholding the termination benefits.

Signature of Applicant

Date



Appendix – 2

KFUPM CONFIRMATION LETTER REQUEST TO HOST ORGANISATION FOR SUBMITTED INDUSTRIAL EXPERIENCE LEAVE APPLICATION PLAN

Name of Applicant: _____
Title: _____
College: _____
Dept. _____
Rank: _____
Period of Sabbatical Leave Requested: From _____ , to _____

To:
_____ Organization

Dear Sirs:

Re: Industry Experience Leave Application

We understand that Professor _____ of our _____ Department is interested in pursuing a leave placement of _____ months with your fine organization to gain industry experience in the field of _____.

We further understand that, in principle, you have no objection to this industry experience leave placement. As such; we submit the applicant's formal plan outline on the intended area of experience and areas of cooperation for your review and comments. We would appreciate if you could kindly confirm his placement with your Organization, along with any formal schedule of experience activities, support, training or rotation envisaged while the applicant is with you, and to which you have already agreed in principle.

We thank you for your kind consideration for this joint initiative which we hope will be of mutual benefit to both parties, and await your response in order to complete University formalities.

Sincerely yours,

Chairman, Research Committee
Dean of Research Oversight and Coordination

Date