



## UNITED ACADEMICS PROPOSAL

### ARTICLE 32 SABBATICAL

**Section 1.** Sabbatical leave is granted to faculty for purposes of research, writing, advanced study, course redesign and preparation, travel undertaken for observation and study of conditions in our own or in other countries affecting the applicants field or related scholarly or professional activities. Sabbatical leave is granted when it can be shown that the applicant is capable of using this period in a manner which will thereafter increase the applicant's effectiveness to the institution and to the state. Only the President, or designee, can approve applications for sabbatical leave

**Section 2.** All faculty who have achieved promotion may be considered for sabbatical leave:

- (a) After having been continuously appointed without interruption by a sabbatical leave for eighteen (18) quarters (excluding Summer Session) or, in the case of twelve-month faculty, seventy-two (72) months; or
- (b) After having accumulated the equivalent of 6.0 FTE years over an indefinite period of nine-month or twelve month appointments uninterrupted by a sabbatical leave;
- (c) Prior service at the ranks of Instructor, Lecturer, Assistant Librarian, or Research Assistant, when leading to a promotion to a higher rank, shall be considered as part of a period of accumulated service for the purposes of the time requirements for sabbatical eligibility.

**Section 3.** A series of appointments shall be considered continuous whether or not interrupted by one or more authorized leaves of absence other than a sabbatical eligibility. An unauthorized leave of absence will not prejudice the staff member's eligibility for sabbatical leave.

Faculty members may be considered for subsequent sabbatical leaves after again satisfying the conditions specified in Section 2(a) or (b) of this rule. Cases involving mixed terms of service may be adjusted by the President or the president's designee, in accordance with the principles set forth in this rule.

**Section 4.** With the consent of the faculty member, a sabbatical leave may be delayed by up to two (2) years. In such instances, the faculty member will become eligible for a succeeding sabbatical leave after an equivalently reduced period of years. This section applies to a maximum of fourteen (14) consecutive years, covering two possible sabbatical leaves. The same agreement may be agreed to in subsequent fourteen-year periods.

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2 **Section 5.** Salary received by a faculty member during a sabbatical shall be calculated as  
3 follows:

4 (a) Salary shall be a percentage determined by the faculty member's base salary rate  
5 at the time of sabbatical leave multiplied by the average FTE at which the faculty  
6 member was appointed during the 6.0 FTE years immediately prior to the  
7 sabbatical leave.  
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9 (b) If during the period of sabbatical leave the institution allocates salary increases to  
10 its academic staff members, the annual rate of the faculty member on sabbatical  
11 leave will be increased by the appropriate amount effective on the date that the  
12 salary increase was granted.  
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14 (c) For faculty on 9-month appointment, salary shall be no less than:

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16 i. One academic year (three terms) on 80% salary during the period of  
17 sabbatical leave.  
18 ii. Two-thirds of a year (two terms) on 90% salary during the period of  
19 sabbatical leave.  
20 iii. One-third of a year (one term) on 100% salary during the period of  
21 sabbatical leave.  
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23 (d) For faculty on 12-month appointments, salary shall be no less than:

- 24  
25 i. One year (12 months) on 75% salary during the period of sabbatical  
26 leave;  
27 ii. Two-thirds of a year (eight months) on 85% salary during the period of  
28 sabbatical leave.  
29 iii. One-third of a year (four months) on 100% salary during the period of  
30 sabbatical leave.  
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32 **Section 6.** At the end of the sabbatical leave the faculty member shall submit a report of  
33 the accomplishments and benefits resulting from the leave, filing copies with the  
34 department head, the dean, and the President.  
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36 **Section 7.** Each faculty member in applying for sabbatical leave shall sign an agreement  
37 to return to the institution for a period of at least one year's service on completion of the  
38 leave. If a faculty member fails to fulfill this obligation, he or she shall repay the full  
39 salary paid during the leave plus the health care and retirement contribution paid by the  
40 institution on his or her behalf during the leave. This amount is due and payable three  
41 months following the date designated in the sabbatical agreement for the faculty member  
42 to return to the university.