

1 UNIVERSITY COUNTERPROPOSAL

2 6-4-13

3
4 ARTICLE 32
5 SABBATICAL
6

7 **Section 1.** Sabbatical leave is granted to bargaining unit faculty for purposes of research,
8 writing, advanced study, travel undertaken for observation and study of conditions in our
9 own or in other countries affecting the applicant's field or related scholarly or
10 professional activities. Sabbatical leave is granted when it can be shown that the applicant
11 is capable of using this period in a manner which will thereafter increase the applicant's
12 effectiveness to the university and to the state. Only the Provost or designee can approve
13 applications for sabbatical leave
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15 **Section 2. Eligibility.** A bargaining unit faculty member appointed at .5 FTE or greater
16 with the rank of Senior Instructor I or II, Senior Lecturer I or II, Associate Professor,
17 Professor, Senior Research Assistant I or II, Senior Research Associate I or II, Associate
18 Research Professor, Research Professor, Associate Librarian or Senior Librarian may be
19 considered for sabbatical leave:
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- 21 (a) After having been continuously appointed without interruption by a sabbatical
22 leave for 18 quarters (excluding Summer Session) or, in the case of twelve-month
23 faculty, 72 months; or
24
25 (b) After having accumulated the equivalent of 6.0 FTE academic or fiscal years over
26 an indefinite period of nine-month or 12-month appointments uninterrupted by a
27 sabbatical leave.
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29 (c) Prior service at the ranks of Instructor, Lecturer, Assistant Librarian, Research
30 Assistant, Research Associate, or Assistant Research Professor, when leading to a
31 promotion to a higher rank, may be considered as part of the period of
32 accumulated service for the purposes of the time requirements for sabbatical
33 eligibility.
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35 A series of appointments shall be considered continuous whether or not interrupted by
36 one or more authorized leaves of absence other than a sabbatical leave. An authorized
37 leave of absence will not prejudice the bargaining unit faculty member's eligibility for
38 sabbatical leave.
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40 Bargaining unit faculty members may be considered for subsequent sabbatical leaves
41 after again satisfying the conditions specified in Section 2(a) or (b) above. Cases

1 involving mixed terms of service may be adjusted by the Provost or designee in
2 accordance with the principles set forth in this Article.

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4 **Section 3.** Applying for Sabbatical. Applicants for a sabbatical leave must present a
5 careful statement of plans for the leave period, and a justification of the leave in terms of
6 the criteria stated above. The request must be accompanied by an official application
7 form, a curriculum vitae, and a description of current teaching; scholarship, research and
8 creative activity; service; and other professionally relevant activities.

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10 **Section 4.** For institutional convenience, and at the initiative and sole discretion of the
11 institution, a sabbatical leave may be delayed by up to two years. In such instances, the
12 faculty member will become eligible for a succeeding sabbatical leave after an
13 equivalently reduced period of years. This section applies to a maximum of 14
14 consecutive years, covering two possible sabbatical leaves. The same agreement may be
15 agreed to in subsequent fourteen-year periods.

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

19 (a) Salary during sabbatical leave shall be a percentage determined under Section
20 5(b) or (c) of this Article of the bargaining unit faculty member's annual rate in
21 effect at the time the sabbatical leave begins. The percentage is determined by
22 multiplying the bargaining unit faculty member's base salary rate at the time of
23 sabbatical leave by the average FTE at which the faculty member was appointed
24 during the 6.0 FTE years immediately prior to the sabbatical leave.

25 (b) For faculty on 9-month appointment, salary shall be:

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27 i. One academic year (three terms) on 60% salary determined under
28 Section 5(a);
29 ii. Two-thirds of a year (two terms) on 75% salary determined under
30 Section 5(a);
31 iii. One-third of a year (one term) on 100% salary determined under
32 Section 5(a).

33 (c) For faculty on 12-month appointments, salary shall be:

- 34
35 i. One year (12 months) on 60% salary determined under Section 5(a);
36 ii. Two-thirds of a year (eight months) on 75% salary determined under
37 Section 5(a);
38 iii. One-third of a year (four months) on 100% salary determined under
39 Section 5(a).
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1 **Section 6.** At the end of the sabbatical leave the bargaining unit faculty member shall
2 submit a report of the accomplishments and benefits resulting from the leave to the
3 department head, the dean, and the Provost.

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5 **Section 7.** Each bargaining unit faculty member, in applying for sabbatical leave, shall
6 sign an agreement to return to the university for a period of at least one year's service on
7 completion of the leave. If a bargaining unit faculty member fails to fulfill this obligation,
8 he or she shall repay the full salary paid during the leave plus the health care and
9 retirement contribution paid by the University on his or her behalf during the leave. This
10 amount is due and payable three months following the date designated in the sabbatical
11 agreement for the faculty member to return to the university.

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13 **Section 8. Supplementing of Sabbatical Incomes.** To the extent approved in writing by
14 the Provost or designee pursuant to this Agreement and duly published University
15 policies, bargaining unit faculty members on sabbatical leave may supplement their
16 sabbatical salaries to a reasonable degree, provided that such supplementation strictly
17 conforms to the stated and approved purposes of the sabbatical leave.

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19 **Section 9.** This Article applies to sabbatical leaves which begin on or after the effective
20 date of this Agreement.