

UNIVERSITY COUNTERTERED ACADEMICS PROPOSAL
4-24-13

ARTICLE 32
SABBATICAL

Section 1. Sabbatical leave is granted to bargaining unit 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 applicant's 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~~ University and to the state. Only the ~~Provost~~ resident, or designee, can approve applications for sabbatical leave

Section 2. Eligibility. ~~A bargaining unit~~ All faculty member appointed at .5 FTE or greater with the rank of Senior Instructor I or II, Senior Lecturer I or II, Assistant Professor, Associate Professor, Professor, Senior Research Associate I or II, Associate Research Professor, Research Professor, Associate Librarian or Senior Librarian 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 academic or fiscal years over an indefinite period of nine-month or 12--twelve month appointments uninterrupted by a sabbatical leave.;

~~(b)~~

(c) Prior service at the ranks of Instructor, Lecturer, Assistant Librarian, ~~or~~ Research Associate, ~~Assistant~~, or Assistant Research Professor, when leading to a promotion to a higher rank, ~~shall~~ may be considered as part of ~~the~~ 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 ~~leave~~ eligibility. An ~~un~~ authorized leave of absence will not prejudice the staff member's eligibility for sabbatical leave.

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

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

6
7 ~~**Section 4.** With the consent of the faculty member, For institutional convenience, and at~~
8 ~~the initiative and sole discretion of the institution, a sabbatical leave may be delayed by up~~
9 ~~to two (2) years. In such instances, the Provost of designee will consider an adjustment in~~
10 ~~accumulating eligibility for future sabbatical leaves. the faculty member will become~~
11 ~~eligible for a succeeding sabbatical leave after an equivalently reduced period of years.~~
12 ~~This section applies to a maximum of fourteen (14) consecutive years, covering two~~
13 ~~possible sabbatical leaves. The same agreement may agreed to in subsequent fourteen-~~
14 ~~year periods.~~

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16 **Section 5.** Salary received by a faculty member during a sabbatical shall be calculated as
17 follows:
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19 ~~(a)a.~~ Salary during sabbatical leave shall be a percentage determined
20 under Section 5(d) of this Article by of the bargaining unit faculty member's annual rate
21 in effectbase salary rate at the time the of sabbatical leave begins. The percentage is
22 determined by multiplying the bargaining unit faculty member's base salary rate at the
23 time of sabbatical leave multiplied by the average FTE at which the faculty member was
24 appointed during the 6.0 FTE years immediately prior to the sabbatical leave.
25

26 ~~(b) If during the period of sabbatical leave the institution allocates salary increases to~~
27 ~~its academic staff members, the annual rate of the faculty member on sabbatical~~
28 ~~leave will be increased by the appropriate amount effective on the date that the~~
29 ~~salary increase was granted.~~
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31 ~~(c)b.~~ For faculty on 9-month appointment, salary shall be no less than:
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- 33 i. One academic year (three terms) on ~~6080%~~ salary determined under
34 Section 5(a)during the period of sabbatical leave.;
35 ii. Two-thirds of a year (two terms) on ~~7590%~~ salary determined under
36 Section 5(a)during the period of sabbatical leave.;
37 iii. One-third of a year (one term) on ~~10085%~~ salary determined under
38 Section 5(a)during the period of sabbatical leave.
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40 ~~(d)c.~~ For faculty on 12-month appointments, salary shall be no less than:

- 1
2 i-iv. One year (12 months) on ~~75~~60% salary determined under Section
3 5(a)during the period of sabbatical leave;
4 ii-v. Two-thirds of a year (eight months) on ~~85~~75% salary determined
5 under Section 5(a)during the period of sabbatical leave.;
6 iii-vi. One-third of a year (four months) on ~~100~~85% salary determined under
7 Section 5(a)during the period of sabbatical leave.
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9 **Section 6.** At the end of the sabbatical leave the bargaining unit faculty member shall
10 submit a report of the accomplishments and benefits resulting from the leave to, filing
11 ~~copies with~~ the department head, the dean, and the Provost~~resident~~.
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13 **Section 7.** Each bargaining unit faculty member, in applying for sabbatical leave, shall
14 sign an agreement to return to the University~~institution~~ for a period of at least one year's
15 service on completion of the leave. If a bargaining unit faculty member fails to fulfill this
16 obligation, he or she shall repay the full salary paid during the leave plus the health care
17 and retirement contribution paid by the University~~institution~~ on his or her behalf during
18 the leave. This amount is due and payable three months following the date designated in
19 the sabbatical agreement for the faculty member to return to the University.
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21 **Section 8. Supplementing of Sabbatical Incomes.** To the extent approved in writing by
22 the Provost or designee, bargaining unit faculty members on sabbatical leave may
23 supplement their sabbatical salaries to a reasonable degree, provided that such
24 supplementation strictly conforms to the stated and approved purposes of the sabbatical
25 leave.