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3 **ARTICLE 33. SABBATICAL**

4 **Section 1.** Sabbatical leave is granted to bargaining unit faculty for purposes of
5 research, writing, advanced study, and travel undertaken for observation and study of
6 conditions in our own or in other countries affecting the applicant's field or related
7 scholarly or professional activities. Sabbatical leave is granted when it can be shown
8 that the applicant is capable of using this period in a manner which will thereafter
9 increase the applicant's effectiveness to the university and to the state. Sabbaticals taken
10 by Career NTTF should include work and outcomes closely aligned with their position
11 and scope of duties. Only the Provost's Office or designee can approve applications for
12 sabbatical leave.

13 **Section 2. Eligibility.** A bargaining unit faculty member at .5 FTE or greater with the
14 rank of Senior Instructor I or II, Senior Lecturer I or II, Associate Professor, Professor,
15 Senior Research Assistant I or II, Senior Research Associate I or II, Associate
16 Research Professor, Research Professor, Associate Librarian or Senior Librarian may
17 be considered for sabbatical leave: **who has achieved promotion or has been hired into**
18 **a rank normally requiring promotion is eligible for sabbatical leave.**

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20 a. ~~After having been continuously appointed without interruption by a sabbatical~~
21 ~~leave for 18 quarters (excluding Summer Session) or, in the case of twelve-~~
22 ~~month faculty, 72 months; or~~
23
24 b. ~~After having accumulated the equivalent of 6.0 FTE academic or fiscal years~~
25 ~~over an indefinite period of nine month or 12-month appointments uninterrupted~~
26 ~~by a sabbatical leave.~~
27
28 c. ~~Prior service at the ranks of Instructor, Lecturer, Assistant Librarian, Research~~
29 ~~Assistant, Research Associate, or Assistant Research Professor, when leading to~~
30 ~~a promotion to a higher rank, may be considered as part of the period of~~
31 ~~accumulated service for the purposes of the time requirements for sabbatical~~
32 ~~eligibility.~~
33

34 ~~A series of appointments shall be considered continuous whether or not interrupted by~~
35 ~~one or more authorized leaves of absence other than a sabbatical leave. An authorized~~
36 ~~leave of absence will not prejudice the bargaining unit faculty member's eligibility~~
37 ~~for sabbatical leave.~~
38

39 Bargaining unit faculty members may be considered for subsequent sabbatical
40 leaves after ~~again satisfying the conditions specified in Section 2(a) or (b) above.~~
41 ~~Cases involving mixed terms of service may be adjusted by the Provost or designee,~~
42 ~~in accordance with the principles set forth in this Article.~~
43

- 44 a. **After having been continuously appointed without interruption by a sabbatical**
45 **leave for 18 quarters (excluding Summer Session) or, in the case of twelve-**
46 **month faculty, 72 months; or**

- 1
2 b. After having accumulated the equivalent of 6.0 FTE academic or fiscal years
3 over an indefinite period of nine-month or 12- month appointments uninterrupted
4 by a sabbatical leave.

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6 Funding contingent **bargaining unit** faculty members with an appointment in the
7 Instructor, Lecturer, Librarian, Research Assistant, or Research Associate category
8 are ineligible for sabbaticals ~~pursuant to this Article~~.

9
10 **Section 3. Professional Development Option for Career Faculty** At the time of
11 promotion, bargaining unit faculty members in the Career classification may elect to
12 waive their right to apply for sabbatical and, instead, may notify the Provost's Office
13 that they elect Professional Development FTE.

14
15 Bargaining unit faculty members in the Career classification who opt for Professional
16 Development FTE will be granted 0.33 annual FTE they may use for professional
17 development release time. The faculty member may choose take a one-term release on
18 100% salary or one course release (0.1 IFTE) during three terms over the course of the
19 subsequent three years.

20
21 **Section 3. Applying for Sabbatical.** Applicants for a sabbatical leave must present a
22 careful statement of plans for the leave period, and a justification of the leave in terms
23 of the criteria stated above. The request must be accompanied by an official application
24 form, a curriculum vitae, and a description of current teaching; scholarship, research and
25 creative activity; service; and other professionally relevant activities.

26
27 **Section 4.** For institutional convenience, and at the initiative and sole discretion of the
28 institution, a sabbatical leave may be delayed by up to two years. In such instances, the
29 faculty member will become eligible for a succeeding sabbatical leave after an
30 equivalently reduced period of years. This section applies to a maximum of 14
31 consecutive years, covering two possible sabbatical leaves. The same agreement may
32 be agreed to in subsequent fourteen-year periods.

33
34 **Section 5.** Salary received by a faculty member during a sabbatical shall be calculated
35 as follows:

- 36 a. Salary during sabbatical leave shall be a percentage determined under Section 5
37 (b) or (c) of this Article of the bargaining unit faculty member's annual rate in
38 effect at the time the sabbatical leave begins. The percentage is determined by
39 multiplying the bargaining unit faculty member's base salary rate at the time of
40 sabbatical leave by the average FTE at which the faculty member was
41 appointed during the 6.0 FTE years immediately prior to the sabbatical leave.
- 42
43 b. For faculty on 9-month appointment, salary shall be:
- 44 i. One academic year (three terms) on 60% salary determined under
45 Section 5(a);
- 46 ii. Two-thirds of an academic year (two terms) on 75% salary

- 1 determined under Section 5(a);
- 2 iii. One-third of an academic year (one term) on 100% salary
- 3 determined under Section 5(a).
- 4
- 5 c. For faculty on 12-month appointments, salary shall be:
- 6 i. One year on 60% salary determined under Section 5(a);
- 7 ii. Two-thirds of a year on 75% salary determined under Section 5(a);
- 8 iii. One-third of a year on 100% salary determined under Section 5(a).
- 9

10 **Section 6.** At the end of the sabbatical leave, the bargaining unit faculty member
11 shall submit a report of the accomplishments and benefits resulting from the leave to
12 the department head, the dean, and the Provost.

13
14 **Section 7.** Each bargaining unit faculty member, in applying for sabbatical leave, shall
15 sign an agreement to return to the university for a period of at least one year's service on
16 completion of the leave. If a bargaining unit faculty member fails to fulfill this
17 obligation, he or she shall repay the full salary paid during the leave plus the health care
18 and retirement contribution paid by the University on his or her behalf during the leave.
19 This amount is due and payable three months following the date designated in the
20 sabbatical agreement for the faculty member to return to the university.

21
22 **Section 8. Supplementing of Sabbatical Incomes.** To the extent approved in writing
23 by the Provost or designee, bargaining unit faculty members on sabbatical leave may
24 supplement their sabbatical salaries to a reasonable degree, provided that such
25 supplementation strictly conforms to the stated and approved purposes of the sabbatical
26 leave.

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28 ~~**Section 9. Effective Date.** This Article applies to sabbaticals approved after the~~
29 ~~effective date of this Agreement.~~

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