UNITED ACADEMICS PROPOSAL

ARTICLE 33. SABBATICAL

Section 1. Sabbatical leave is granted to A bargaining unit faculty member may apply to the Provost’s Office for sabbatical leave for the purposes of research, writing, advanced study, 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 will be 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 university and to the state. Only the Provost’s Office or designee can approve or deny applications for sabbatical leave.

Section 2. Eligibility. A bargaining unit faculty member at with an appointment of 0.50 FTE or greater in the Tenure-Track and Tenured or Career classification with the rank of Associate Professor, Professor, Senior Instructor I or II, Senior Lecturer I or II, Teaching Professor, Senior Research Assistant I or II, Senior Research Associate I or II, Associate Research Professor, Research Professor, Associate Librarian or Senior Librarian may be considered is eligible for sabbatical leave:

(a) — After having been continuously appointed without interruption by a sabbatical leave for 18 quarters (excluding Summer Session) or, in the case of twelve month faculty, 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-month appointments uninterrupted by a sabbatical leave.

(c) — Prior service at the ranks of Instructor, Lecturer, Assistant Librarian, Research Assistant, Research Associate, or Assistant Research Professor, when leading to a promotion to a higher rank, may be considered as part of the period of accumulated service for the purposes of the time requirements for sabbatical eligibility.

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. An authorized leave of absence will not prejudice the bargaining unit faculty member’s eligibility for sabbatical leave.

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

Funding contingent faculty members with an appointment in the Instructor, Lecturer, Librarian, Research Assistant, or Research Associate category are ineligible for

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sabbaticals pursuant to this Article.

Section 3. Timing. A bargaining unit faculty member is eligible for their first sabbatical after having been continuously appointed at the university without interruption by a sabbatical leave for 18 quarters (excluding Summer Session) or, in the case of 12-month faculty, 72 months.

A bargaining unit faculty member is eligible for a subsequent sabbatical leave after having been continuously appointed at the university without interruption by a sabbatical leave for 18 quarters (excluding Summer Session) or, in the case of 12-month faculty, 72 months after their previous sabbatical.

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

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

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

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

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

i. One academic year (three terms) on 60% salary determined under Section 5(a);

ii. Two-thirds of an academic year (two terms) on 75% salary determined under Section 5(a);

iii. One third of an academic year (one term) on 100% salary determined under Section 5(a);

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

i. One year on 60% salary determined under Section 5(a);
ii. Two-thirds of a year on 75% salary determined under Section 5(a);
iii. One third of a year on 100% salary determined under Section 5(a).

Section 5. Faculty members who qualify for sabbatical shall have the option to choose a one-, two-, or three-term sabbatical.

Section 6. Bargaining unit faculty members with an approved sabbatical leave will take leave at a salary based on their average annual FTE over the previous six academic years on the following salary schedule:

a. For bargaining unit faculty on 9-month appointments, sabbatical salary shall be:
   i. One academic year (three terms) on 60% of salary based on their average annual FTE;
   ii. Two-thirds of an academic year (two terms) on 75% of salary based on their average annual FTE;
   iii. One-third of an academic year (one term) on 100% of salary based on their average annual FTE.

b. For bargaining unit faculty on 12-month appointments, sabbatical salary shall be:
   i. One year on 60% of salary based on their average annual FTE;
   ii. Two-thirds of a year on 75% of salary based on their average annual FTE;
   iii. One-third of a year on 100% of salary based on their average annual FTE.

Section 7. Departments or units may not adjust a bargaining unit faculty member’s typical teaching load distribution in order to decrease the number of courses they will be released from while on sabbatical.

Section 8. Departments or units may need to replace the labor of bargaining unit faculty members while they are on sabbatical. Any salary savings realized by the University when a bargaining unit faculty member takes sabbatical leave will be given to the department or unit to offset the cost of replacement labor.

Section 9. At the end of the sabbatical leave, the bargaining unit faculty member shall submit a report of the accomplishments and benefits resulting from the leave to the department head, the dean, and the Provost.

Section 10. Each bargaining unit faculty member, in applying for sabbatical leave, shall sign an agreement to return to the university for a period of at least one year’s service on completion of the leave. If a bargaining unit faculty member fails to fulfill this obligation, he or she shall repay the full salary paid during the leave plus the health care and retirement contribution paid by the University on his or her behalf during the leave. This amount is due and payable three months following the date designated in the sabbatical agreement for the bargaining unit faculty member to return to the university.
Section 11. Supplementing of Sabbatical Incomes. To the extent approved in writing by the Provost’s Office or designee, bargaining unit faculty members on sabbatical leave may supplement their sabbatical salaries to a reasonable degree, provided that such supplementation strictly conforms to the stated and approved purposes of the sabbatical leave.

Section 10. Effective Date. This Article applies to sabbaticals approved after the effective date of this Agreement.