UNIVERSITY OF OREGON COUNTERPROPOSAL

ARTICLE 33. SABBATICAL

Section 1. 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 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 can approve or deny applications for sabbatical leave.

Section 2. Eligibility. A bargaining unit faculty member 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, [insert other ranks], Senior Research Assistant I or II, Senior Research Associate I or II, Associate Research Professor, Research Professor, Associate Librarian, or Senior Librarian is eligible for sabbatical leave.

Funding contingent faculty members with an appointment in the Instructor, Lecturer, Librarian, Research Assistant, or Research Associate category are ineligible for sabbaticals pursuant to this Article.

Faculty with an agreement to retire are not eligible for sabbatical.

Section 3. Timing. A bargaining unit faculty member is eligible for their first sabbatical after having been continuously employed appointed at the university 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 employed appointed at the university 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 may be delayed 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.

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 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.

February 6, 2020
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 at their average FTE for the eligibility years, on completion of the leave. This one year of service cannot be fulfilled post retirement. If a bargaining unit faculty member fails to fulfill this obligation, they shall repay the full salary paid during the leave plus the health care and retirement contribution paid by the University on their behalf during the leave. This amount is due and payable three months following the date designated by the sabatical 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, 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 16: Effective Date. This Article applies to sabbaticals approved after the
effective date of this Agreement.