

Tentative Agreement (3/27/2025)

1 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/25/2025)

2 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/13/2025)

3 UNIVERSITY OF OREGON MEDIATION PROPOSAL PACKAGE (3/3/2025)

4 UNITED ACADEMICS FINAL OFFER (2/25/2025)

5 UNIVERSITY OF OREGON PACKAGE PROPOSAL (12/5/2024)

6 UNIVERSITY OF OREGON COUNTERPROPOSAL (7/2/2024)

7 UNITED ACADEMICS COUNTERPROPOSAL (5/23/2024)

8 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/2/2024)

9 UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)

10 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/15/2024)

11 UNITED ACADEMICS PROPOSAL (2/1/2024)

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13 **Document Key**

14 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

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16 **ARTICLE 33. SABBATICAL**

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18 **Section 1.** A bargaining unit faculty member may apply for sabbatical leave for purposes of
19 research, writing, advanced study, and travel undertaken for observation and study of conditions
20 in our own or in other countries affecting the applicant's field or related scholarly or professional
21 activities. Sabbatical leave is granted to eligible bargaining unit faculty members when their
22 application demonstrates they will use this period in a manner which will thereafter increase the
23 applicant's effectiveness to the university. Only the Office of the Provost can approve
24 applications for sabbatical leave. ~~Applications by eligible bargaining unit faculty members shall~~
25 ~~not be unreasonably denied.~~

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27 **Section 2. Eligibility.** To be eligible to apply for sabbatical a bargaining unit faculty member
28 must have been successful in their most recent major review or have an approved development
29 plan in which sabbatical leave will allow them to be successful in a subsequent review. A
30 bargaining unit faculty member at 0.5 FTE or greater in the Tenure-Track and Tenured or Career
31 classification at a promoted rank or in a single-rank category who will satisfy the timing
32 requirements of Section 3 is eligible to apply for sabbatical leave.

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34 Bargaining unit faculty members with funding-contingent appointments, except those in the
35 Research Professor category who satisfy the criteria above, are ineligible for sabbatical leave.
36 Bargaining unit faculty members with an agreement to retire are ineligible for sabbatical.

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38 **Section 3. Timing.** Approved sabbatical leave may be taken by a bargaining unit faculty member
39 after having been continuously employed at the university in a Tenure-Track and Tenured or
40 Career position for 18 quarters (excluding Summer Session) or, in the case of 12-month faculty,
41 72 months, which will be measured from their start date in an eligible classification or the
42 beginning of the quarter or month following their most recent sabbatical.

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44 Employment shall be considered continuous whether or not interrupted by one or more
45 authorized leaves of absence other than a sabbatical leave. The minimum timing for sabbatical
46 eligibility will be increased by the length of leave without pay taken by a bargaining unit faculty
47 member. An authorized leave of absence will not prejudice the bargaining unit faculty member's

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48 approval for sabbatical leave.

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50 Cases involving mixed terms of service may be adjusted by the Office of the Provost, in
51 accordance with the principles set forth in this Article.

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53 **Section 4. Applying for Sabbatical.** Applicants for sabbatical leave must present a careful
54 statement of plans for the leave period and a justification of the leave in terms of the criteria
55 stated above. Sabbatical plans must include a description of work and outcomes closely aligned
56 with the applicant’s position and scope of duties. The request must be accompanied by an official
57 application form, a curriculum vitae, and a description of current teaching; scholarship, research,
58 and creative activity; service; and other professionally relevant activities, and a copy of the
59 report on the applicant’s last sabbatical described in Section 8 (if this is not the applicant’s first
60 sabbatical).

61
62 **Section 5. Delays.** In consultation with a bargaining unit faculty member, a sabbatical leave may
63 be delayed for up to two years by the Office of the Provost for reasons of institutional
64 convenience. *Such notice shall be delivered in writing by the Office of the Provost to faculty*
65 *members with an indication of subsequent eligibility.* In such instances the faculty member will
66 become eligible for a succeeding sabbatical leave after an equivalently reduced period of years.
67 ~~*Special consideration shall be given to bargaining unit faculty members awarded fellowships that*~~
68 ~~*cannot be postponed beyond the period for which they were awarded.*~~

69
70 **Section 6. Duration and FTE.** Bargaining unit faculty members may apply for sabbatical with
71 the durations specified below. Sabbatical must be taken in consecutive terms. FTE while on
72 sabbatical is calculated as follows:

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74
$$\text{Maximum Sabbatical FTE} \times \text{Annualized FTE Rate} = \text{Actual Sabbatical FTE}$$

75
76 Maximum FTE corresponds to the sabbatical duration in the table below. The annualized FTE
77 rate is the regular annualized FTE of the bargaining unit faculty member. FTE for a given
78 sabbatical cannot exceed a bargaining unit faculty member’s regular annualized FTE.

Sabbatical Duration	Maximum Sabbatical FTE
One academic year (9-month appointments); or Nine to twelve months (12-month appointments)	60% 75-70%
Two-terms (9-month appointments); or Five to eight months (12-month appointments)	75% 85-80%
One-term (9-month appointments); or Zero to four months (12-month appointments)	100%

79
80
81 **Section 7. Remaining Course Load.** Bargaining unit faculty members who take a one- or two-
82 term sabbatical will have the following remaining course load for the academic year impacted by
83 sabbatical leave:

Base Course Load	Remaining Course Load	
	One-Term Sabbatical	Two-Term Sabbatical

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12	8	4
11	7	3
10	6	3
9	6	3
8	5	2
7	4	2
6	4	2
5	3	1
4	2	1
3	2	1
2	1	0
1	0	0

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86 **Section 8. Sabbatical Report.** At the end of the sabbatical leave, the bargaining unit faculty
87 member shall submit a report of the accomplishments and benefits resulting from the leave to the
88 department head, the dean, and the Provost.

89

90 **Section 9. Return Service Requirement.** Each bargaining unit faculty member, in applying for
91 sabbatical leave, shall sign an agreement to return to the university for a period of at least one
92 year's service, at or above their annualized FTE rate in Section 6, on completion of the leave.
93 This one year of service cannot be fulfilled post-retirement. If a bargaining unit faculty member
94 fails to fulfill this obligation, they shall repay the full salary paid during the leave plus the health
95 care and retirement contribution paid by the University on their behalf during the leave. This
96 amount is due and payable three months following the date designated in the sabbatical
97 agreement for the faculty member to return to the university.

98

99 A signed sabbatical agreement is not a guarantee of post-sabbatical FTE or continued
100 employment. If, at the University's initiative, a bargaining unit faculty members' post-sabbatical
101 FTE is reduced, they are laid off (not for cause), **terminated (not for cause)**, or they are hired or
102 moved into a different role at the university, their return service obligation will be considered
103 fulfilled.

104

105 **Section 10. Supplementing of Sabbatical Incomes.** To the extent approved in writing by the
106 Office of the Provost, bargaining unit faculty members on sabbatical leave may supplement their
107 sabbatical salaries to a reasonable degree, provided that such supplementation strictly conforms
108 to the stated and approved purposes of the sabbatical leave.