

1 **UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)**
2 **UNIVERSITY OF OREGON COUNTERPROPOSAL (2/15/2024)**

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4 **Document Key**

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7 **ARTICLE 33. SABBATICAL**

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9 **Section 1.** A bargaining unit faculty member may apply for sabbatical leave for purposes of
10 research, writing, advanced study, and travel undertaken for observation and study of conditions
11 in our own or in other countries affecting the applicant's field or related scholarly or professional
12 activities. Sabbatical leave is granted to eligible bargaining unit faculty members when their
13 application demonstrates they will use this period in a manner which will thereafter increase the
14 applicant's effectiveness to the university. Only the Office of the Provost can approve
15 applications for sabbatical leave. **Applications by eligible bargaining unit faculty members shall**
16 **not be unreasonably denied.**
17

18 **Section 2. Eligibility.** To be eligible to apply for sabbatical a bargaining unit faculty member
19 must have been successful in their most recent major review or have an approved development
20 plan in which sabbatical leave will allow them to be successful in a subsequent review. A
21 bargaining unit faculty member at 0.5 FTE or greater in the Tenure-Track and Tenured or Career
22 classification at a promoted rank or in a single-rank category who will satisfy the timing
23 requirements of Section 3 is eligible to apply for sabbatical leave.
24

25 Bargaining unit faculty members with funding-contingent appointments, except those in the
26 Research Professor category who satisfy the criteria above, are ineligible for sabbatical leave.
27 Bargaining unit faculty members with an agreement to retire are ineligible for sabbatical.
28

29 **Section 3. Timing.** Approved sabbatical leave may be taken by a bargaining unit faculty member
30 after having been continuously employed at the university in a Tenure-Track and Tenured or
31 Career position for 18 quarters (excluding Summer Session) or, in the case of 12-month faculty,
32 72 months, which will be measured from their start date in an eligible classification or the
33 beginning of the quarter or month following their most recent sabbatical.
34

35 Employment shall be considered continuous whether or not interrupted by one or more
36 authorized leaves of absence other than a sabbatical leave. The minimum timing for sabbatical
37 eligibility will be increased by the length of leave without pay taken by a bargaining unit faculty
38 member. An authorized leave of absence will not prejudice the bargaining unit faculty member's
39 approval for sabbatical leave.
40

41 Cases involving mixed terms of service may be adjusted by the Office of the Provost, in
42 accordance with the principles set forth in this Article.
43

44 **Section 4. Applying for Sabbatical.** Applicants for sabbatical leave must present a careful
45 statement of plans for the leave period and a justification of the leave in terms of the criteria
46 stated above. Sabbatical plans must include a description of work and outcomes closely aligned
47 with the applicant's position and scope of duties. The request must be accompanied by an official

48 application form, a curriculum vitae, and a description of current teaching; scholarship, research,
 49 and creative activity; service; and other professionally relevant activities, and a copy of the
 50 report on the applicant’s last sabbatical described in Section 8 (if this is not the applicant’s first
 51 sabbatical).

52
 53 **Section 5. Delays.** In consultation with a bargaining unit faculty member, a sabbatical leave may
 54 be delayed for up to two years by the Office of the Provost for reasons of institutional
 55 convenience. **Such notice shall be delivered in writing to faculty members with an indication of**
 56 **subsequent eligibility.** In such instances the faculty member will become eligible for a
 57 succeeding sabbatical leave after an equivalently reduced period of years. **Special consideration**
 58 **shall be given to bargaining unit faculty members awarded fellowships that cannot be postponed**
 59 **beyond the period for which they were awarded.**

60
 61 **Section 6. Duration and FTE.** Bargaining unit faculty members may apply for sabbatical with
 62 the durations specified below. Sabbatical must be taken in consecutive terms. FTE while on
 63 sabbatical is calculated as follows:

64
 65
$$\text{Maximum Sabbatical FTE} \times \text{Annualized FTE Rate} = \text{Actual Sabbatical FTE}$$

66
 67 Maximum FTE corresponds to the sabbatical duration in the table below. The annualized FTE
 68 rate is the regular annualized FTE of the bargaining unit faculty member. FTE for a given
 69 sabbatical cannot exceed a bargaining unit faculty member’s regular annualized FTE.
 70

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%

71
 72 **Section 7. Remaining Course Load.** Bargaining unit faculty members who take a one- or two-
 73 term sabbatical will have the following remaining course load for the academic year impacted by
 74 sabbatical leave:
 75

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

76

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

80

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

89

90 A signed sabbatical agreement is not a guarantee of post-sabbatical FTE or continued
91 employment. If, at the University’s initiative, a bargaining unit faculty members’ post-sabbatical
92 FTE is reduced, they are laid off (~~not for cause~~), terminated (~~not for cause~~), or they are hired or
93 moved into a different role at the university, their return service obligation will be considered
94 fulfilled.

95

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