ARTICLE 8 – Sabbatical Leave

A. Eligibility for Sabbatical Leave

(1) A faculty member appointed at .5 FTE or more, with the rank of Senior Instructor, Assistant Professor, Associate Professor, or Professor may be considered for sabbatical leave:

(a) After having been continuously appointed without interruption by a sabbatical leave for 18 academic quarters (excluding Summer Session) or, in the case of 12-month faculty, 72 months; or

(b) After having accumulated the equivalent of 6.0 FTE years over an indefinite period of 9-month or 12-month appointments uninterrupted by a sabbatical leave.

(c) Prior service at the ranks of Instructor, Lecturer or Research Assistant, when leading to a promotion to a higher rank, may be considered by an institution president as part of the period of accumulated service for the purposes of the time requirement for sabbatical eligibility.

(2) 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. A one-year period of appointment at less than .5 FTE will count as a period of accumulated service for purposes of the time requirement for sabbatical eligibility. An authorized leave of absence will not prejudice the staff member’s eligibility for sabbatical leave. Academic staff members may be considered for subsequent sabbatical leaves after again satisfying the conditions specified in subsections (1)(a) or (b) of this rule. Cases involving mixed terms of service may be adjusted by the institutional president or the president’s designee, in accordance with the principles set forth in this rule.

(3) Once granted a sabbatical, a faculty member becomes eligible for subsequent sabbatical leaves every seventh year of employment.

(4) For institutional convenience, and at the initiative and sole discretion of the institution, a sabbatical leave may be delayed by up to two years. In such instances, the academic staff 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 negotiated again for institutional convenience, in subsequent 14-year periods.

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the above-referenced unclassified staff members not otherwise qualified may be made in exceptional cases only at the discretion of the University president.

(6)(4) For purposes of determining eligibility for sabbatical leave, time spent on an authorized military leave from a Department institution shall be considered as institutional service.

(6)(5) Salary received by an academic staff member during a sabbatical shall be calculated as follows:

(a) Salary under subsection (1)(a) of this rule shall be a percentage (determined by OAR 580-021-0225 or 580-021-0230) of the academic staff member's annual rate multiplied by the average FTE at which the academic staff member was appointed during the 6.0 FTE years immediately prior to the sabbatical leave. The president shall have the authority and discretion to interpret special circumstances in this regard. For purposes of this subsection, eligibility years are the 18 academic quarters (excluding Summer Session) or in the case of 12-month faculty, 72 months of continuous employment at half-time or more that result in the academic staff member's eligibility for sabbatical leave under subsection (1)(a) of this rule.

(b) Salary under subsection (1)(b) of this rule shall be a percentage (determined by OAR 580-021-0225 or 580-021-0230) of the academic staff member's annual rate in effect at the time the sabbatical leave begins.

(c) If during the period of sabbatical leave the institution allocates salary increases to its academic staff members, the annual rate of the academic staff member on sabbatical leave will be increased by the appropriate amount effective on the date that the salary increase was granted.

(7)(6) Purpose of Sabbatical Leaves. Sabbatical leaves are granted for purposes of research, writing, creative activities, 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. (OAR 580-21-200)

(8)(7) Length of Sabbatical Leaves. Sabbatical leaves may be of one academic year, two-thirds of an academic year, or one-third of an academic year. Sabbatical Leave must fall within a single academic year.

(9)(8) Award. Sabbatical leave for faculty employed on a "9-month" basis may be granted for an academic year (three terms) at 60% salary; two-thirds of an academic year (two terms) at 75% salary; and for one term at 85% salary.

(9) All sabbatical grants are based upon there being adequate university resources available. In accordance with OARs under Chapter 580, Division 21 "Sabbatical Leave," the University shall normally grant a minimum of three full sabbatical leaves in each academic year.

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The University understands that sabbaticals are an important element that contributes directly to the development, recruitment, and retention of high-quality faculty.

The University shall normally grant a minimum of 3 full sabbatical leaves in an academic year. If less than 3 full sabbaticals are to be funded, then between October 15 and November 1 the provost or designee and president of AAP or designee shall meet to discuss the number of sabbaticals the University will fund for the following fiscal year (July 1 through June 30).

The University may cancel any or all sabbaticals if prior to March 1 the President finds that the University's financial condition is such that a declaration of financial exigency or of program reduction or elimination may become unavoidable.

(109) Sabbatical Incentive Program: Subject to the amount specified in Article 11, Section 2, Item 3 (Scholar Awards). The University shall generally grant a full faculty scholar award for the summer leading into the sabbatical for faculty and librarians with approved year-long sabbatical proposals that include, within the proposal, a component to be undertaken during the summer preceding the proposed sabbatical. Partial and full faculty scholar awards shall generally be granted for the summer leading into the sabbatical for faculty and librarians with approved two-term sabbatical proposals that include, within the proposal, a component to be undertaken during the summer preceding the proposed sabbatical (as outlined in the table below). Faculty and librarians must apply for these funds in the same manner in which one would apply for a faculty scholars program grant pursuant to Article Ten of this agreement.

<table>
<thead>
<tr>
<th>Sabbatical Award Type</th>
<th>Sabbatical Instructions</th>
<th>Award Proposal Required?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Sabbatical + full award</td>
<td>Embed Paragraph in Sabbatical Proposal requesting full award</td>
<td>None Required</td>
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<tr>
<td>Two-Term Sabbatical + partial award</td>
<td>Embed Paragraph in Two-Term Sabbatical Proposal requesting a partial award</td>
<td>None Required</td>
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<tr>
<td>Two-Term Sabbatical + full award</td>
<td>Embed Paragraph in Two-Term Sabbatical Proposal requesting a full award</td>
<td>None Required</td>
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(1110) Sabbatical Award Application Process

Step 1) Faculty anticipating a sabbatical must first discuss eligibility requirements with the appropriate college dean or Library Director. Based on a positive review of required number of years at appropriate rank, the faculty member may proceed to the next step.

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Step 2) The faculty member writes a letter of request to the College of Dean or Director detailing the scope of activities and the purpose of the sabbatical. The Dean may consult with the faculty member and may require additional information, documentation or discussion as necessary before proceeding to the next step.

Step 3) All sabbatical letters and requests will be provided to the appropriate peer review committee for review. The committee will provide an assessment rubric of the sabbatical projects as they apply to scholarship, creative activities, teaching, academic citizenship, or service to the region through "research, writing, and/or advanced study." The committee report shall be forwarded to the College Dean or Library Director.

Step 4) Supported by the committee report, the Dean or Library Director will forward the sabbatical requests with recommendations to the Provost in order of highest to lowest priority.

Step 5) The Provost will assess the requests from the colleges in consultation with the appropriate peer review committee and make a final recommendation to the President.

(4211) Sabbatical Report

A report of the work completed during the sabbatical will be provided to the Dean of the appropriate College at the conclusion of the sabbatical year. The report should contain a copy of the letter requesting sabbatical and a summary of accomplishments aligned to intended goals and objectives.

Tentative Agreement

Date: 5/8/14

[Signatures]

Brian A. Caufield, EOU

Joe Corsini, AAP

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