

2.4 Clarify that Only T/TT Faculty are Eligible for Sabbaticals

(1) PROPOSED NEW TEXT

2.4 Leave of Absence (October 7, 2025)

The university recognizes three types of leave that are available to faculty members: (a) paid academic leave for professional development activities; (b) unpaid leave for temporary service in other academic institutions, governmental organizations, business entities, fellowship programs, or for personal reasons; and (c) medical leave. Requests for leave are made by letter to the provost through the department chair and academic dean. The following paragraphs pertain to the first type of leave (academic leave).

Paid academic leaves of absence from the university are available to tenured and tenure-track faculty only. Such leaves are a valuable means of providing faculty with an opportunity for study, research, travel, writing, professional reeducation, and other professional development activities—in short, for self-improvement that will be beneficial to the university.

A faculty member who desires an academic leave should request the leave with reasons in a letter to the department chair. The chair is expected to seek the advice of departmental faculty members in considering the request. Other administrative personnel who may be involved in the decision-making process include center director (if relevant), the academic dean, vice provost for research (if relevant), provost, president, and the board of trustees.

Each application will be evaluated for potential improvement that will be beneficial to the university, as stated above; appropriateness of timing with respect to other leaves taken by the individual and with respect to leaves being requested by other faculty in the same department; and special needs of the department, college, and university. An academic leave will be granted only where satisfactory arrangements are made to carry on the essential work of the department. Sincere efforts will be made at each level involved in the decision-making process to work out such arrangements.

An academic leave for any full-time faculty member, whether supported fully on the teaching budget or partially on the teaching budget and partially on research, is normally for one semester at full salary, or one academic year at half salary, with fringe benefits being fully paid in either case. Adjustments in salary may be made depending on the amount of outside support available for the leave. In such cases, the intent is that the total financial support during the leave should be on a "no loss/no gain" basis to the

faculty member. Under exceptional circumstances an academic leave may be extended for an additional year, usually without salary.

Each faculty member returning from academic leave will furnish, through the chair and academic dean, to the provost a written report of accomplishments while on leave.

(2) PROPOSED NEW TEXT WITH MARKUP

2.4 Leave of Absence (October 7, 2025)

~~1)~~ The university recognizes three types of leave that are available to faculty members ~~of professorial rank~~: (a) paid academic leave for professional development activities; (b) unpaid leave for temporary service in other academic institutions, governmental organizations, business entities, fellowship programs, or for personal reasons; and (c) medical leave. Requests for leave are made by letter to the provost through the department chair and academic dean. The following paragraphs pertain to the first type of leave ~~— (academic leave)~~.

~~2)~~ Paid academic leaves of absence from the university are available to tenured and tenure-track faculty only. Such leaves are ~~Academic leave of absence from the university~~ is a valuable means of providing faculty with an opportunity for study, research, travel, writing, professional reeducation, and other professional development activities ~~—~~ in short, for self-improvement that will be beneficial to the university.

~~3)~~ A faculty member who desires an academic leave should request the leave with reasons in a letter to the department chair. The chair is expected to seek the advice of departmental faculty members in considering the request. Other administrative personnel who may be normally involved in the decision-making process include ~~(center director,~~ (if relevant), the academic dean, ~~(vice provost for research,~~ (if relevant), provost, president, and the board of trustees.

~~4)~~ Each application will be evaluated for potential improvement that will be beneficial to the university, as stated ~~above in paragraph 2~~; appropriateness of timing with respect to other leaves taken by the individual and with respect to leaves being requested by other faculty in the same department; and special needs of the department, college, and university. An academic leave will be granted only where satisfactory arrangements are made to carry on the essential work of the department. Sincere efforts will be made at each level involved in the decision-making process to work out such arrangements.

5) An academic leave for any full-time faculty member, whether supported fully on the teaching budget or partially on the teaching budget and partially on research, is normally for one semester at full salary, or one academic year at half salary, with fringe benefits being fully paid in either case. Adjustments in salary may be made depending on the amount of outside support available for the leave. ~~In such cases, the intent is that the~~ ~~the intent being that~~ total financial support during the leave should be on a "no loss/no gain" basis to the faculty member. Under exceptional circumstances an academic leave may be extended for an additional year, usually without salary.

6) Each faculty member returning from academic leave will furnish, through the chair and academic dean, to the provost a written report of accomplishments while on leave.

(3) ORIGINAL TEXT

2.4 Leave of Absence

1) The university recognizes three types of leave that are available to faculty members of professorial rank: (a) academic leave for professional development activities; (b) unpaid leave for temporary service in other academic institutions, governmental organizations, business entities, fellowship programs, or for personal reasons; and (c) medical leave. Requests for leave are made by letter to the provost through the department chair and academic dean. The following paragraphs pertain to the first type of leave - academic leave.

2) Academic leave of absence from the university is a valuable means of providing faculty with an opportunity for study, research, travel, writing, professional reeducation, and other professional development activities - in short, for self-improvement that will be beneficial to the university.

3) A faculty member who desires a leave should request the leave with reasons in a letter to the department chair. The chair is expected to seek the advice of departmental faculty members in considering the request. Other administrative personnel normally involved in the decision-making process include (center director, if relevant), the academic dean, (vice provost for research, if relevant), provost, president, and the board of trustees.

4) Each application will be evaluated for potential improvement that will be beneficial to the university, as stated in paragraph 2; appropriateness of timing with respect to other leaves taken by the individual and with respect to leaves being requested by other faculty in the same department; and special needs of the department, college, and

university. An academic leave will be granted only where satisfactory arrangements are made to carry on the essential work of the department. Sincere efforts will be made at each level involved in the decision-making process to work out such arrangements.

5) An academic leave for any full-time faculty member, whether supported fully on the teaching budget or partially on the teaching budget and partially on research, is normally for one semester at full salary, or one academic year at half salary, with fringe benefits being fully paid in either case. Adjustments in salary may be made depending on the amount of outside support available for the leave - the intent being that total financial support during the leave should be on a "no loss/no gain" basis to the faculty member. Under exceptional circumstances an academic leave may be extended for an additional year, usually without salary.

6) Each faculty member returning from academic leave will furnish, through the chair and academic dean, to the provost a written report of accomplishments while on leave.

(4) EXPLANATION FOR NEEDED CHANGE

- The current text does not make it clear that only tenured and tenure-track faculty members are eligible for paid academic leaves. It also does not make it clear that "academic leaves" are paid.
- It contains a few punctuation errors.
- The phrase "of professorial rank" is unclear and unnecessary.
- The section does not need to be written as a numbered list.
- The text says that the VPR, President, Board of Trustees, etc. are "normally" involved in the decision-making process regarding academic leaves. They are not.
- The "no loss/no gain" clause should depend on the amount of external funds raised.

(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE

- The new text clarifies that only tenured and tenure-track faculty members are eligible for paid academic leaves.
- It fixes the punctuation errors.
- It removes "of professorial rank."
- It removes the numbered list and uses paragraphs instead.
- Changed "normally" to "may be".
- Added language clarifying that "no loss/no gain" is not always or automatically triggered.

(6) PROPOSAL HISTORY

- Larry Snyder (DPFA): proposed revision

(7) PROPOSED IMPLEMENTATION DATE

First read November 2025, second read December 2025, full faculty vote spring 2026, BoT May 2026.

(8) IMPACTS ON OTHER PARTS OF R&P

None.