

MEMORANDUM

TO: Tenured Faculty In-Unit
Associate University Librarians In-Unit
University Librarians In-Unit

FROM: Diane E. Alperin, Associate Provost
Academic Personnel

DATE: August 20, 2007

SUBJECT: **SABBATICALS FOR 2008-09**

The sabbatical program is announced at this time to permit you to make an early application and seek other support, if needed, for your sabbatical activities. A limited number of sabbaticals (12) for one semester at full pay will be available. Sabbaticals at half-pay shall also be made available. No more than one employee in a department need be awarded a sabbatical during the same term.

The 2008-09 awards will be made as follows:

1. Sabbaticals are granted to increase the faculty member's/librarian's value to the University through enhanced opportunities for professional renewal, planned travel, study, formal education, research, writing, or other experience of professional value. This is not a reward for service.
2. Full-time tenured Associate Professors and Professors and Associate University Librarians and University Librarians who have completed at least six years of full-time service are eligible for sabbaticals. An employee who is compensated through a contract or grant may receive a sabbatical only if the terms of the contract or grant through which such an employee may be compensated allows for such sabbaticals and the employee meets all other eligibility requirements.
3. If there are more applicants for one semester sabbaticals at full pay than available sabbaticals, the Research Committee of the University Faculty Senate shall rank the applicants. The selection of those to receive sabbaticals shall be based on a program proposal which includes a statement of intent. The following are the primary elements to be considered in the ranking process:
 - a. The employee's written statement describing the program and activities to be followed while on sabbatical;

- b. The expected increase in value of the employee to the University and the employee's academic discipline;
 - c. The benefits of the proposed program to the employee, the university, and the profession;
 - d. An equitable distribution of sabbaticals among colleges, the library, schools, departments, and disciplines within the university; and
 - e. The length of time since the employee was last relieved of teaching/librarian duties for the purpose of research and other scholarly activities.
4. The sabbatical must be during the regular contractual period which will not include the summer term(s).

Information about sabbaticals at FAU may also be found in the 2006-2009 FAU BOT/UFF Collective Bargaining Agreement (Article 22 Study Leave and Sabbaticals).

DEA/af

Cc: John Pritchett, Provost and Chief Academic Officer
Anita Pritchard, President, FAU Chapter of the United Faculty of Florida
Eric Shaw, President, University Faculty Senate
Pat Liehr, Chair, UFS Research Committee
Deans/Director of Libraries

TERMS OF SABBATICAL PROGRAM

1. While on sabbatical, the employee's salary shall be one half-pay for two (2) semesters (one (1) academic year), or full-pay for one semester.
2. Faculty who are on full year/half pay sabbaticals cannot be on deferred pay during their sabbatical time. They can resume deferred pay when they return.
3. The employee must return to the university for at least one (1) academic year following participation in the program. Agreements to the contrary must be reduced to writing prior to participation. Return to the University of salary received during the program will be required in those instances where neither of the above is satisfied.
4. The employee must, within sixty (60) days upon completion of the sabbatical, provide a concise written report of the employee's accomplishments during the sabbatical to the Associate Provost, Academic Personnel. This report shall include information regarding the activities undertaken during the sabbatical, the results accomplished during the sabbatical as they affect the employee and the university, and research or other scholarly work produced or expected to be produced as a result of the sabbatical.
5. Employees shall not normally be eligible for a second sabbatical until six (6) years of continuous service are completed following the first.
6. Contributions normally made to retirement and Social Security programs shall be continued on a basis proportional to the salary received. Contributions normally made to employee insurance programs and any other employee benefit programs shall be continued during the sabbatical.
7. Eligible employees shall continue to accrue annual and sick leave on a full-time basis during the sabbatical.
8. While on leave, an employee shall be permitted to receive funds for travel and living expenses, and other sabbatical-related expenses, from sources other than the university such as fellowships, grants-in-aid, and contracts and grants, to assist in accomplishing the purposes of the sabbatical. Receipt of funds for such purposes shall not result in reduction of the employee's university salary. Grants for such financial assistance from other sources may, but need not, be administered through the university. If financial assistance is received in the form of salary, the university salary shall normally be reduced by the amount necessary to bring the total income of the sabbatical period to a level comparable to 125% of the employee's current year salary rate. Employment unrelated to the purpose of the sabbatical leave must not create a conflict of interest and is governed by the provisions of Article 19 (Conflict of Interest/Outside Activity) of the FAU BOT/UFF Collective Bargaining Agreement.

9. If plans include providing technical information to persons who are not United States citizens, an employee must consult with the Office of General Counsel prior to departure. The provision of technical knowledge outside the United States is considered an export and is regulated by the U.S. Commerce Department or the State Department, depending upon the type of knowledge being exported. Those agencies require a license before the knowledge may be communicated.

Please submit your entire application electronically to Andee Forman (aforman@fau.edu) no later than October 12, 2007. Submission needs to include an indication of support from the appropriate Department Head/Department Chair/School Director and Dean/Director of Libraries. In the instances where there are multiple applications from a single unit, the Chair/Head/Director is to verify that staffing considerations can be resolved and that any withdrawn applications will be awarded the highest priority for the following year. The application should include the following:

1. Application (see attached).
2. A narrative of 2-3 pages describing the program and activities to be followed while on sabbatical, the expected increase in value of the employee to the University and the employee's academic discipline and specific results anticipated from the leave.
3. An up-to-date vita.
4. Report of previous sabbatical, if applicable.
5. Indication of support from Chair/Director/Head for sabbatical.
6. Indication of support from Dean/Director for sabbatical.

SABBATICAL TIME LINES FOR ACADEMIC YEAR 2008-09

August 20, 2007	MEMO OUT ANNOUNCING SABBATICALS TO TENURED FACULTY/LIBRARIANS
October 12, 2007	APPLICATIONS DUE TO PROVOST'S OFFICE
October 12, 2007	MEMO OUT TO RESEARCH COMMITTEE OF THE UFS
November 30, 2007	RECOMMENDATIONS OF RESEARCH COMMITTEE TO PROVOST'S OFFICE
December 7, 2007	FINAL APPROVALS/DENIALS (LETTERS TO APPLICANTS)

January 7, 2008

SIGNED ACCEPTANCES DUE IN
PROVOST'S OFFICE

January 11, 2008

MEMO TO VPS, DEANS, CHAIRS/
SCHOOL DIRECTORS, BUDGET
DIRECTORS FOR ACCEPTANCES OF
SABBATICALS

**FLORIDA ATLANTIC UNIVERSITY
2008-2009 SABBATICAL APPLICATION**

Submitted By: _____

Department/School: _____

College: _____

Semester(s) Requested: _____

Any Anticipated Supplementary Income: _____

Years Employed at FAU: _____

Have you been awarded a sabbatical at FAU previously?

_____ **Yes*** _____ **Date**

_____ **No**

Have you previously been relieved of Teaching/Librarian Duties for the Purpose of Research and Scholarly Activity, in addition to a sabbatical award?

_____ **Yes** _____ **Date** _____ **Brief Explanation**

_____ **No**

Signature

Date

***If yes, please attach the report of activities and accomplishments you submitted at that time or a one page summary of your accomplishments during the sabbatical period.**