

## **Amendment Proposal for the University of Miami Faculty Manual section on Sabbatical Leaves**

The University of Miami, as a research one institution, aspires to provide adequate support to the research projects and initiatives of its tenured faculty. We would like to propose an amendment to the *University of Miami Faculty Manual* to add a sabbatical option that will provide tenured faculty members the possibility of taking a one semester sabbatical after three years of full-time service at 2/3 of the faculty member's salary.

The idea behind this proposal is to offer an additional option for faculty who may need to conduct research off campus or who may require time away from teaching to complete a major research project or publication in order to remain research active. This additional sabbatical option will be added to the sabbatical leave program at the University of Miami, and will therefore not replace the existing sabbatical leave options, or affect the junior or associate professor leave programs, or any of the competitive research leave programs currently offered to our faculty. Since according to the faculty manual, "Every effort is made within each department to provide sabbaticals by temporary reassignment of a sabbatical applicant's courses to colleagues for the requested period of leave", the additional sabbatical option shall not have significant budgetary effects on academic departments.

By offering the option of a one-semester sabbatical every three years, the University of Miami will be in line with the sabbatical program of major research one institutions in the nation like Brown, Harvard, Princeton, Rutgers and Yale. This measure will not only support the current research initiatives of our faculty, but will also allow the University of Miami to recruit and retain the most competitive tenured faculty members in the nation.

Below you will find the section of the University of Miami's faculty manual with the proposed amendments highlighted in yellow, as well as a list of peer institutions offering research leaves every 5 or 6 semesters.

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## University of Miami

### C. 16 Sabbatical Leave

#### C 16.1 Purpose

The University of Miami sabbatical leave program is intended, insofar as University resources are available, to provide regular sabbaticals every seven years for eligible faculty to engage in research, writing, or other sustained activity of an academic nature. Every effort is made within each department to provide sabbaticals by temporary reassignment of a sabbatical applicant's courses to colleagues for the requested period of leave. Sabbatical leaves, are, therefore, provided by collegial arrangements rather than by budget resources. All proposals for sabbatical leave must be approved by the Dean and the Executive Vice President and Provost.

#### C 16.2 Eligibility

To be eligible for sabbatical leave, a faculty member must (1) hold tenure; and (2) have had at least **three years of full** - time service to the University of Miami.

#### C 16.3 Terms of Sabbatical Leave

Sabbatical leave may be granted **for one semester at two-thirds salary after three years of full-time service** OR for one semester at full salary, or for one academic year or two consecutive semesters at two - thirds salary **after six years of full-time service**. (A one - year period of leave must be in the same pattern as that of previous employment; that is, nine - month or twelve - month.) Faculty members must serve at least one year at the University after they return from sabbatical leave. Retirement and fringe benefits are continued during leave, and persons on leave are considered in the usual fashion for promotion and/or salary increase. Faculty members on sabbatical leave or other paid leave have the same retirement benefits as if they had not been on leave.

<https://umsharc.miami.edu/web/wda/facultysenate/FacultyManual.pdf>

### **PEER INSTITUTIONS OFFERING SABBATICALS AFTER 5 OR 6 SEMESTERS IN RESIDENCE**

#### **Brown University**

A tenured faculty member is eligible for a sabbatical leave of absence for one semester at 75% salary after six semesters in residence. The faculty member may choose instead to continue teaching for an additional six semesters, after which time the sabbatical leave may be taken for two semesters at 75% of the academic year salary or for one semester with full salary.

<https://www.brown.edu/about/administration/dean-of-faculty/sabbaticals-and-leaves/guidelines-leave-eligibility>

### **Harvard University**

Tenured professors are eligible for a paid semester of sabbatical leave after every six semesters in residence teaching. Faculty may extend the period of leave to a full academic year by combining a term of unpaid research leave with a term of sabbatical leave. In this case, sabbatical leaves may be taken either as one semester at full salary or as an academic year at half salary.

<https://academic-appointments.fas.harvard.edu/c-leaves-absence-tenured-faculty-members>

### **Princeton University**

Tenured Faculty are eligible for leaves with pay for scholarship after five consecutive semesters of active service.

One semester of paid leave may be "banked" to be used at a later time, with the understanding that no more than one semester of paid leave may be banked at a time and that five semesters of active service remains the minimum interval between sabbatical leaves. For example, Faculty may elect to serve ten semesters of active service and take one academic year on leave at full pay.

<https://dof.princeton.edu/policies-procedure/policies/leaves-scholarship>

### **Rutgers**

For a one semester leave at 80 percent salary: Three years (6 semesters) of full-time service at the rank of Instructor (or equivalent) or above.

For a one semester leave at 100 percent salary: Six years (12 semesters) of full-time service at the rank of Instructor (or equivalent) or above.

For a two semester leave at 80 percent salary: Six years (12 semesters) of full-time service at the rank of Instructor (or equivalent) or above.

<http://ohr.rutgers.edu/forms/SabbaticalLeaveProgram2017-2018.pdf>

### **Yale University**

Eligibility for a Triennial Leave of Absence begins after five semesters of teaching at Yale at the rank of associate professor (both term and without term) or professor, provided that five semesters of full - time teaching in residence have elapsed since the faculty member's previous paid leave. Thereafter, the faculty member must complete an additional five semesters of full - time teaching at Yale subsequent to the prior Triennial Leave before he or she becomes eligible for another.

A Triennial Leave of Absence is a one - semester leave during which a faculty member receives full salary.

With the approval of the chair of the department and the Provost, a faculty member who is eligible for a Triennial Leave of Absence and who succeeds in winning outside fellowship support for a period extending beyond one semester may be granted instead a Special Triennial Leave of a full year.

[https://provost.yale.edu/sites/default/files/files/Faculty\\_Handbook\\_8\\_2013.pdf](https://provost.yale.edu/sites/default/files/files/Faculty_Handbook_8_2013.pdf)