

1 *Article 22*

2 **SABBATICAL AND PROFESSIONAL DEVELOPMENT LEAVE**

3 22.1 Policy. Sabbatical and professional development leaves shall be made available by the Board
4 to faculty members who meet the requirements set forth below. Sabbatical leave is the program
5 dedicated to tenured and tenure-earning faculty, and professional development leave is the
6 program dedicated to Specialized Faculty. Such leaves are granted to increase a faculty member's
7 value to the University through enhanced opportunities for professional development, research,
8 writing, or other forms of creative activity.

9 22.2 Sabbatical Leaves.

10 (a) Types of Sabbatical Leaves.

11 (1) The Board shall make available to each faculty member whose application has been
12 reviewed and approved as described below, a sabbatical leave for two (2) semesters (i.e., one
13 (1) academic year) at half (1/2) pay.

14 (2) Each year, the Board will make available at least one (1) sabbatical leave at full-pay for
15 one (1) semester for each ~~twenty~~~~twenty-five~~~~thirty~~ (20~~25~~30) eligible faculty members, subject
16 to the conditions set forth below.

17 (b) Eligibility.

18 (1) Full-time tenured faculty members with at least six (6) years of full-time service shall
19 be eligible for sabbatical leaves.


20 (2) A faculty member who has taken a sabbatical leave shall not normally be eligible for
21 another until she or he has completed six (6) more years of full-time service.


22 (c) Application and Selection.

23 (1) Each application shall include a statement describing the program and activities to be
24 followed while on sabbatical, the expected increase in value of the faculty member to the
25 University and the faculty member's academic discipline, specific results anticipated from the
26 leave, any anticipated supplementary income, the dates of all previous sabbaticals taken, and a
27 statement that the applicant agrees to comply with the conditions of the sabbatical leave program
28 as described in this Article.

29 (2) Sabbatical leaves shall be granted unless the University has determined that the
30 conditions set forth in this Section have not been met or that departmental/unit staffing
31 considerations preclude such leave from being granted. In this latter instance, the faculty member
32 shall be provided the sabbatical leave the following year, or at a later time as agreed to by the
33 faculty member and the University. The period of postponement shall be credited for eligibility
34 for a subsequent sabbatical leave.


35 (3) If there are more applicants for one (1) semester sabbaticals at full-pay than available
36 sabbaticals, a committee shall rank the applications. The committee shall be elected by and from


Renisha Gibbs
Co-Chief Negotiator
FSU - BOT
8/3/22
Date


Michael Mattimore
Co-Chief Negotiator
FSU - BOT
8/3/22
Date

Jennifer Proffitt
Co-Chief Negotiator
UFF - FSU Chapter

Date


Scott Hannahs
Co-Chief Negotiator
UFF - FSU Chapter
8/3/2022
Date

1 the faculty members eligible for sabbatical leave. The chairperson shall be selected by the
2 President or representative. The committee, in ranking the applications, shall consider the benefits
3 of the proposed program to the faculty member, the University and the profession; an equitable
4 distribution of sabbaticals among colleges, divisions, schools, departments, and disciplines within
5 the University; the length of time since the faculty member was relieved of teaching duties for the
6 purpose of research and other scholarly activities; and the length of service since previous
7 sabbatical or initial appointment. The committee shall submit a ranked list of recommended faculty
8 members to the President or representative. The President or representative shall make
9 appointments from the list and consult with the committee prior to an appointment that does not
10 follow the committee's ranking.

11 22.3 Professional Development Leave.

12 (a) Types of Professional Development Leave. Each year, the University or its representatives
13 will make available at least one (1) professional development leave at full-pay for one (1) semester
14 or half (1/2) pay for two (2) semesters, for each twenty (20) eligible faculty members, subject to
15 the conditions set forth in this Article.

16 (b) Eligibility for Professional Development Leave.

17 (1) Full-time faculty members with three (3) or more years of service shall be eligible for
18 professional development leaves, except those faculty members who are serving in tenure-earning
19 or tenured positions.

20 (2) A faculty member who has taken a professional development leave shall not normally
21 be eligible for another until she or he has completed three (3) more years of full-time service.

22 (c) Application and Selection.

23 (1) Application for professional development leave shall contain an appropriate outline of
24 the project or work to be accomplished during the leave and a statement of length of service since
25 the last professional development leave (or initial appointment).


26 (2) The Board or its representative shall approve applications when the University
27 believes that completion of the project or work would improve the productivity of the department
28 or function of which the faculty member is a part. Criteria for selection of professional
29 development leave applicants shall be specified and made available to eligible faculty members.

30 (d) A faculty member who takes a professional development leave and fails to spend the time
31 as stated in the application shall reimburse the University for the salary received during such leave.


32 22.4 Conditions Applicable to both Sabbatical and Professional Development Leaves.


33 (a) Eligible faculty members shall be notified annually regarding eligibility requirements and
34 application procedures and deadlines.

35 (b) No more than one (1) faculty member per ten (10) in a department/unit need be awarded a
36 sabbatical or professional development leave at the same time.


Renisha Gibbs
Co-Chief Negotiator
FSU - BOT
8/3/22
Date


Michael Mattimore
Co-Chief Negotiator
FSU - BOT
8/3/22
Date


Jennifer Proffitt
Co-Chief Negotiator
UFF - FSU Chapter
Date


Scott Hannahs
Co-Chief Negotiator
UFF - FSU Chapter
8/3/2022
Date

1 (c) A faculty member who is compensated through a contract or grant may receive a sabbatical
2 or professional development leave only if the contract or grant allows for such leaves and the
3 faculty member meets all other eligibility requirements.

4 (d) While on sabbatical or professional development leave, the faculty member's salary shall
5 be one half (1/2) pay for two (2) semesters (one (1) academic year), or full-pay for one semester.

6 (e) Contributions normally made by the Board to retirement and Social Security programs
7 shall be continued on a basis proportional to the salary received. Board contributions normally
8 made to faculty insurance programs and any other faculty benefit programs shall be continued
9 during the leave.

10 (f) Eligible faculty members shall continue to accrue annual and sick leave on a full-time basis
11 during the leave.


12 (g) While on leave, a faculty member shall be permitted to receive funds for travel and living
13 expenses, and other leave-related expenses, from sources other than the University such as
14 fellowships, grants-in-aid, and contracts and grants, to assist in accomplishing the purposes of the
15 leave. Receipt of funds for such purposes shall not result in reduction of the faculty member's
16 University salary. Grants for such financial assistance from other sources may, but need not, be
17 administered through the University. If financial assistance is received in the form of salary, the
18 University salary shall normally be reduced by the amount necessary to bring the total income of
19 the sabbatical period to a level comparable to not more than 125 % of the faculty member's current
20 year salary rate. Employment unrelated to the purpose of the sabbatical leave is governed by the
21 provisions of Article 19, Conflict of Interest and Outside Activity.

22 (h) The faculty member must return to University employment for at least one (1) academic
23 year following participation in the program. Agreements to the contrary must be reduced to writing
24 prior to participation. Return of salary received during the program shall be required in those
25 instances where neither of the above is satisfied.


26 (i) The faculty member must, within sixty (60) days after the start of the next semester
27 following the leave, provide a written report describing the faculty member's accomplishments
28 during the leave to the president or representative, dean and department chair. This report shall
29 include information regarding the activities undertaken during the leave, the results accomplished
30 during the leave as they affect the faculty member and the University, and research or other
31 scholarly work produced or expected to be produced as a result of the leave. The accrual of service
32 credit toward future sabbaticals shall not commence until such time as the report is provided.


33 22.5 Other Study Leave.

34 (a) Job-Required. A faculty member required to take academic course work as part of assigned
35 duties shall not be required to charge time spent attending classes during the work day to accrued
36 leave.


Renisha Gibbs
Co-Chief Negotiator
FSU - BOT
8/3/22
Date


Michael Mattimore
Co-Chief Negotiator
FSU - BOT
8/3/22
Date


Jennifer Proffitt
Co-Chief Negotiator
UFF - FSU Chapter
Date


Scott Hannahs
Co-Chief Negotiator
UFF - FSU Chapter
8/3/2022
Date

1 (b) Job-Related. A faculty member may, at the discretion of the supervisor, be permitted to
2 attend up to six (6) credits of course work per semester during work, provided that:

3 (1) The course work is directly related to the faculty member's professional
4 responsibilities;

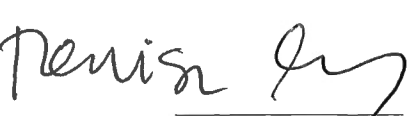
5 (2) The supervisor determines that the absence will not interfere with the proper operation
6 of the work unit;

7 (3) The supervisor believes that completion of the course work would improve the
8 productivity of the department or function of which the faculty member is a part; and

9 (4) The faculty member's work schedule can be adjusted to accommodate such job-related
10 study without reduction in the total number of work hours required per pay period.

11 (c) Faculty members may, in accordance with this Article, use accrued annual leave for job-
12 related study.


13 22.6 Retraining. The Board may, at its discretion, provide opportunities for retraining of faculty
14 members when it is in the University's best interests. Such opportunities may be provided to
15 faculty members who are laid off, to those who are reassigned, or in other appropriate
16 circumstances. These retraining opportunities may include enrollment in tuition-free courses under
17 the provisions of Article 24 and this Article.


Renisha Gibbs
Co-Chief Negotiator
FSU - BOT
8/3/22
Date


Michael Mattimore
Co-Chief Negotiator
FSU - BOT
8/3/22
Date

Jennifer Proffitt
Co-Chief Negotiator
UFF – FSU Chapter

Date


Scott Hannahs
Co-Chief Negotiator
UFF – FSU Chapter
8/3/2022
Date