

1 **SABBATICAL LEAVE**

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3 **Section 1.** All eligible faculty members are encouraged to use sabbatical leave for
4 research, writing, advanced study, travel for observation and study of conditions in our
5 own or in other countries affecting the applicant’s field, or related scholarly or
6 professional activities.
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8 **Section 2.** All faculty members who have achieved promotion and meet the following
9 length of service requirements are eligible to apply for a sabbatical leave.

- 10 a. 9-Month Faculty: Continuously appointed, without interruption by a sabbatical
11 leave, at 0.50 FTE or above for eighteen academic quarters (excluding Summer
12 Session); or
13 b. 12-Month Faculty: Continuously appointed, without interruption by a sabbatical
14 leave, at 0.50 FTE or above for seventy-two months; or
15 c. Combined Term of Service: An accumulated equivalent of 6.0 FTE years over an
16 indefinite period of 9-month or 12-month appointments uninterrupted by a
17 sabbatical leave.
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19 In calculating length of service, a one-year period of appointment at less than 0.50 FTE
20 will count as a period of three academic quarters of service for purposes of the time
21 requirements in subsections (a) and (b). A series of appointments shall be considered
22 continuous whether or not interrupted by one or more authorized leaves of absence
23 (Article XX) other than a sabbatical leave.
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25 **Section 3.** Sabbatical leave salary shall be determined by multiplying the faculty
26 member’s base salary rate by the average FTE at which the faculty member was
27 appointed during the length of service required to qualify for the sabbatical leave.
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29 The faculty member’s base salary rate shall be determined using the annual rate in effect
30 at the time the leave begins.
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32 **Salary for 9-Month Faculty Members**

- 33 • One academic year (three terms) on 70 percent of salary; or
34 • Two-thirds of an academic year (two terms) on 85 percent of salary; or
35 • One-third of an academic year (one term) on 100 percent of salary.
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37 **Salary for 12-Month Faculty Member**

- 38 • One year (12 months) on 70 percent of salary; or
39 • Two-thirds of a year (eight months) on 85 percent of salary; or
40 • One-third of a year (four months) on 100 percent of salary.
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42 The faculty member remains eligible for negotiated salary increases while on sabbatical
43 leave.
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45 **Section 4.** Sabbatical leave shall be granted by the Provost when a faculty member has
46 submitted an application for sabbatical leave demonstrating the leave will be used for

1 research, writing, advanced study, travel for observation and study of conditions in our
2 own or in other countries affecting the applicant's field or related scholarly or
3 professional activities.

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5 When signed by all parties, the Sabbatical Leave Agreement becomes a binding
6 contract. Revision of the Sabbatical Leave Agreement must be approved by all parties to
7 the original Agreement.

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9 **Section 5.** At the end of the sabbatical leave, the faculty member shall submit a report of
10 the accomplishments and benefits resulting from the leave, filing copies with the
11 academic unit head, the Dean, and the Provost.

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13 **Section 6.** Each faculty member shall sign an agreement to return to Oregon State
14 University for a period of time equal to the sabbatical leave period. If a faculty member
15 fails to fulfill this obligation, the faculty member shall repay the full salary paid during
16 the sabbatical leave plus the health care and retirement contribution paid by Oregon State
17 University on behalf of the faculty member during the leave. This amount is due and
18 payable within three months following the date designated in the Sabbatical Leave
19 Agreement for the faculty member to return to Oregon State University.

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21 **Section 7.** Faculty members may supplement their sabbatical salaries to a reasonable
22 degree, provided that such supplementation strictly conforms to the stated and approved
23 purposes of the sabbatical leave. Supplementation of sabbatical leave paid from grants
24 and contracts must be set up as a secondary job and approved by the sponsoring agency.