

The Senate of Michigan Technological University

Superseded

PROPOSAL 2-80

AMENDMENT TO SABBATICAL LEAVE POLICY

BACKGROUND:

Amendment to Sabbatical Leave Policy (Senate Proposal 4-59 as approved by the Board of Control on 6/7/68 and reported on pages 2 and 3, "Handbook of the Senate of Michigan Technological University" dated 9/15/1976).

This proposal amends paragraph 2 (also listed as Section 1.b in the Sabbatical Leave Policy as reported on Page 32, Handbook for Academic Faculty, September 1975 edition of M.T.U.) to provide for different "Types of Leave", i.e. leaves of different duration. It is not the intent of this committee to evaluate whether or not "significant" research or creative activity "for the purpose of furthering professional competence" can be accomplished in shorter time periods than the one year already provided. Rather it is the purpose of this amendment to provide for greater flexibility in the sabbatical leave program which may better serve both the University and its faculty.

The intent of this amendment is to provide for the utilization of a minimum of approximately six months for a sabbatical leave program. The leave must be apportioned in either of the following two ways for those faculty on a nine-month appointment: (1) The six months will include one normally compensated quarter and one summer or vacation equivalent quarter. The annual compensation to the faculty member will not be reduced if this plan is utilized. (2) The six months will include two normally compensated quarters. The annual compensation to the faculty member will be reduced by one-fourth if this plan is utilized. Equivalent plans are provided for those academic faculty on a twelve-month appointment.

PROPOSAL:

That the paragraph beginning "Types of Leave" of Senate Proposal 4-59 be amended by the addition of the following sentences:

"Faculty members on a nine-month appointment may also apply for a one academic quarters' sabbatical leave at one-third of their nine-month salary, providing the sabbatical quarter is continuous with their normally non-compensated quarter; or for a two academic quarters' sabbatical leave at three-quarters of their nine-month salary. Faculty members on a twelve-month appointment may also apply for a one academic quarters' sabbatical leave at one quarter of their twelve-month salary, providing the leave quarter is concurrent with the maximum allowed annual leave; or for a two academic quarters' sabbatical leave at three-quarters of their twelve months salary."

Adopted by Senate: 12 September 1979
Approved by President: 26 October 1979
See Proposals 9-05 and 10-05