

ARTICLE ~~_~~25—SABBATICAL LEAVE PROGRAM

The sabbatical program provides a means for improving and sustaining the professional competence of faculty to the benefit and enrichment of the educational, research, health care or service programs of the University. A period of paid leave may be granted on the basis of demonstrated service to RBHS and an application describing a program of planned study, formal education, research, writing or equivalent activities. As such, sabbatical leaves are only applicable to career tracks that require scholarship.

Eligibility

~~The following conditions shall govern eligibility for sabbatical leave:~~

~~1. Faculty who have completed three (3) years of service at RBHS are eligible for a (6) month period.~~

~~2. Faculty who have completed six (6) years of service at RBHS are eligible for a (1) year period.~~

1. Faculty with 0.5 FTE or greater who have completed at least six consecutive years of faculty service at Rutgers are eligible for a sabbatical leave of six months at full academic base salary and a sabbatical leave of one-year at **one-half** academic base salary.

~~3.~~ 2. Prior Service at Other Institutions: Faculty members may request one-half year of eligibility for every year of full-time prior service at other institutions at the rank of Instructor-Assistant Professor or above. The request is limited to four years of eligibility (eight years of prior service at other institutions) for a full year or six-month sabbatical. Prior service may not be counted if previously used toward a sabbatical or other leave at another institution.

~~4. 3. Time spent in rank on a non-competitive fellowship leave program (with or without compensation) does not accrue as eligible service. Time spent in rank on a Competitive Fellowship leave does not accrue as eligible service. Faculty members who hold at least half-time appointments are eligible for sabbatical leave on a proportional basis.~~

~~5.~~ 43. One cannot "bank" eligible years. Once a sabbatical leave is taken, regardless of the number of years since the prior sabbatical leave, eligibility must be established anew. The only exception to this (as noted below) is when an approved sabbatical leave is delayed for up to one-year for University necessity.

~~6.~~ 54. Previous Leaves: Previous Leaves: Once a faculty member has been awarded a sabbatical leave (for either six-month or one-year periods), regardless of the number of years since a prior sabbatical leave, he or she is not eligible for a subsequent sabbatical leave of either six months or one year in duration until he or she has provided six years of faculty service at RBHS following the most recent sabbatical leave. The time between split leaves will count toward eligibility for subsequent leaves. Whenever a sabbatical leave is delayed at the written request of and for the benefit of the University, the period of such delay, up to a maximum of one-year, shall be counted as service subsequent to the delayed sabbatical leave.

7. ~~65. Candidates in the Last Year of Probationary Period:~~ A faculty member in the last year of the probationary period or in a terminal year is not eligible for a sabbatical.

Application

~~Application procedure for sabbatical will be equivalent to the faculty renewal procedure in use for the applicable RBHS school.~~

The application for a sabbatical with detailed description of the planned activities and purpose must be approved by the chair, a standing committee of the faculty of the School, the Dean of the School, and the RBHS Chancellor. The application process must be initiated at the School with sufficient time prior to the date the leave is to begin to allow for the application to be received by the Office of Faculty Affairs-RBHS, at least three (3) months prior to the leave date. Upon return from the leave, a brief report on activities and accomplishments must be submitted to the Dean for an annual report to the RBHS Chancellor.

If the Dean or RBHS Chancellor disagree with the recommendation of the chair and/or standing committee, and deny the application, the Dean or RBHS Chancellor shall provide a statement with the reasons for denial.

Salary Amount

~~Faculty salary that will be guaranteed during the relevant period shall be 100% of the faculty member's base salary plus 50% of all other salary components, if applicable, to the maximum of the NIH salary cap.~~

Full academic base salary will be paid for a sabbatical leave of six months and **one-half** academic base salary will be paid for a one-year leave. Faculty practice and patient services salary components are not guaranteed during the leave but may be authorized in whole or in part by the chair if funds are available.

Faculty are strongly urged to seek extramural support for salary, travel, per diem support, equipment and other expenses during the sabbatical. Salary support from external sources will reduce the salary from the University during a six-month leave but may be used to supplement the **one-half** salary during a year's leave.

Applicable federal income tax, FICA, Medicare, state income tax, and state unemployment and disability tax will be based on the sabbatical salary and any compensation earned from externally funded sources. The mandatory employee pension **retirement contributions (along with any employer retirement contributions)** and supplemental 403(b) plan contributions will also be based on the sabbatical salary. ~~However, the 8 percent matching employer pension contribution will still be based upon the full academic base salary.~~

For University:



Date: 2-11-2020

For AAUP-BHSNJ:



Date: 2/11/20

University 1-22-2020 response to AAUP-BHSNJ 1.6.20

Key:

Language proposed by the AAUP-BHSNJ

Language agreed to by AAUP-BHSNJ and the University

University 1/22/2020 Response – shown with gray shading; additions also shown in bold/underline and deletions with strikethrough