

BHE Proposal

January 2025

ARTICLE XV - SABBATICAL LEAVE

A. REAFFIRMATION

The parties reaffirm their mutual commitment to support the professional development and growth of individual members of the bargaining unit; and to that end they similarly reaffirm their commitment to the granting of sabbatical leaves in accordance with the provisions of this Article.

B. ELIGIBILITY

The provisions of this Article shall apply to all full-time tenured and tenure-track faculty members and librarians; provided that such employees have served at one or another of the State Universities for at least six (6) years, exclusive of the periods of any unpaid leaves of absence, after entering any such service and since the termination of their last sabbatical leave. For purposes of determining the eligibility for sabbatical leave of any member of the bargaining unit, the number of years of such member's service shall be computed by counting:

1. his/her semesters of service so that every two (2) such semesters shall be deemed to constitute one (1) year of such service; and
2. so many consecutive semesters of service as a temporary full-time member of the bargaining unit as immediately precede a tenure-track appointment.

The provisions of this Article shall also apply to salaried part-time faculty members who have held a part-time appointment of not less than one-half time consecutively for a pro-rata period equivalent to at least six (6) years of full-time service, exclusive of the periods of any unpaid leaves of absence, after entering any such service and since the termination of their last such leave.

Except as otherwise provided above, the provisions of this Article XV shall be of no application to any part-time faculty member.

The granting of sabbaticals shall be subject to the procedures provided in this Article, and during the term of this Agreement no quota limiting the number of sabbaticals to be granted shall be imposed.

No member of the bargaining unit shall be denied a sabbatical due to insufficient funds where the course or courses to be taught or the duties to be assumed are not deemed to be essential in accordance with the procedures provided in this Article.

C. TERMS

Sabbatical leave shall be for purposes of study and research and may be granted for either a period of one (1) year at half pay for such period or a period of a half-year at full pay for such period. In the instance where multiple unit members from the same or cognate

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department apply for sabbatical leave during the same period of time, the University will coordinate with the unit members to defer and reschedule the concurrent sabbatical leaves to avoid diminishing the quality of the education provided to the students and the operation of the department. The unit members with the most seniority will be granted their preferred period of time for their sabbatical leave.

No person to whom a sabbatical leave has been granted shall, during the period of such leave, be eligible or permitted to teach as a full-time or part-time member of the faculty in the day program at any of the nine (9) Massachusetts State Universities.

Prior to the Board's granting any sabbatical leave, the unit member must enter into a written agreement with the Board of Trustees that, upon the termination of such leave, he/she will return to the service of the University for a period equal to twice the length of such leave and that, in default of the completion of such service, he/she will refund to the Commonwealth, unless excused therefrom by the Board of Trustees for reasons satisfactory to it, an amount equal to such proportion of the salary received by him/her while on leave as the amount of service not actually rendered as agreed bears to the whole amount of the services agreed to be rendered.

Upon completion of any sabbatical leave the member of the bargaining unit to whom it was granted shall submit to the Vice President for his/her approval an appropriate written summary of the work undertaken and accomplished relative to the purpose or purposes for which the sabbatical leave was granted.

Whenever the Vice President shall require additional information previously not submitted in the aforementioned summary, the Vice President shall communicate his/her reasons therefore in writing to said member of the bargaining unit.

The application for and approval of sabbatical leaves shall be done in accordance with the Personnel Calendar in Appendix M.

D. APPLICATION AND APPROVAL

No later than October 1 of each academic year, each member of the bargaining unit who is or will be eligible on the date on which the sabbatical will begin if approved, and who wishes to do so, shall submit to his/her Department Chair, the Library Director or the Library Program Area Chair, as the case may be, a written proposal setting forth the purposes for which the sabbatical leave is sought.

Thereafter the Department Chair, the Library Director or the Library Program Area Chair, as the case may be, shall submit each such application, together with his/her written recommendation, to the Vice President in accordance with the applicable Personnel Calendar.

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The Vice President, after consultation with the Department Chair, the Library Director or the Library Program Area Chair, as the case may be, shall determine which course or courses or other professional duties or services among those that would otherwise be taught or assumed by the member of the bargaining unit are deemed essential to the curriculum of the department or to a program or service at the University.

The Vice President shall further determine whether such course or service or other professional duties or services so deemed essential are able to be taught or assumed by other members of the bargaining unit at the University without creating a workload in excess of that provided for in Article XII of this Agreement.

Thereafter, the Vice President shall submit a written recommendation to the President concerning each such application. He/she shall also transmit the application itself and the recommendation of the Department Chair, the Library Director or the Library Program Area Chair, as the case may be, to the President.

In determining which courses are essential, the President shall ensure that the quality of education to be provided to students shall not be diminished by the granting of any sabbatical leave.

Subject to the foregoing provisions of this Article, sabbatical leaves shall be granted by the Board of Trustees, upon the recommendation of the President, or by the President as its designee.

In any case in which a Board of Trustees acts upon the granting of sabbatical leaves, the President shall first transmit to the Board his/her written recommendations in that regard, which recommendation shall contain statements of his/her reasons for the making of each such recommendation.

Whenever the Board shall not have accepted any such recommendation of the President, it shall set forth its reasons therefor fully and completely. In any such event, such reasons shall be transmitted to the unit member.

Following the final decision of the Board of Trustees or of the President as its designee, each applicant shall be notified of the decision with respect to his/her application.

E. FUNDING/IMPLEMENTATION

The funding and implementation of every such sabbatical leave is contingent on the availability of moneys to be used solely for the purpose, to the extent necessary, of employing qualified temporary or part-time personnel to teach such essential courses, assume such essential duties or render such essential services during the absence of any member of the bargaining unit who shall have been granted a sabbatical leave.

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Whenever the President shall have determined that any essential course, duty or service cannot be so taught or assumed, the President shall make available any savings that may be realized from the granting of a sabbatical for a full year.

F. DEFERRAL

This Section F shall be of application only to sabbatical leaves the purposes for which (being study and research) the University has approved and for which application was made during academic year 2008-2009 or thereafter.

A University may require a unit member to defer his/her sabbatical leave for one (1) or more academic semesters. Whenever,

1. for lack of the availability of moneys to be used in the manner described in the second paragraph of the preceding Section E, ~~the University requires a unit member,~~ or
2. multiple unit members from the same or cognate department request to take a sabbatical leave during the same year, and their concurrent absences cause the department or cognate department to be unable to properly teach essential courses, assume essential duties or render essential services during their absence, or their combined absences would diminish the quality of the education provided to students

A University may permit a unit member to defer his/her sabbatical leave for one (1) more academic semesters whenever,

1. a unit member agrees to it because at the request of the University for some professional purpose or obligation (e.g., to assist with accreditation), ~~a unit member agrees,~~ or
- ~~32.~~ because of compelling reasons that make it impracticable for a unit member to carry out the purposes of his/her sabbatical leave, ~~the University permits the unit member,~~

~~to defer his/her sabbatical leave for one (1) or more academic semesters,~~

If a unit member's sabbatical leave is deferred as a result of any of the circumstances listed above, then the unit member shall have the right to take the sabbatical leave after the deferral period without having to reapply, provided that the purpose of the sabbatical leave can be accomplished after the deferral period or the sabbatical proposal is modified in a manner mutually agreeable to the unit member and the President of the University.

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No sabbatical leave shall be deferred hereunder for more than six (6) semesters commencing with the first (1st) academic semester during which such sabbatical leave would otherwise have been taken.

The unit member's eligibility for the next sabbatical leave after the deferred sabbatical leave shall be calculated under the preceding Section B as if the deferred sabbatical leave had been taken during the semester or semesters in which it would have been taken had it not been deferred.