




MEMORANDUM

To: Julio Frenk
University President

From: Linda L. Neider 
Chair, Faculty Senate

Date: November 22, 2019

Subject: Faculty Senate Legislation #2019-37(B) – Amendment to *Faculty Manual* Section C16 on Sabbatical Leave

The Faculty Senate, at its November 20, 2019 meeting, unanimously approved the proposal to amend the *Faculty Manual* Section C16 on Sabbatical Leave to amend the *Terms* and *Eligibility* sub-sections.

Proposed Changes in Underline format:

BEGIN TEXT

C16 Sabbatical Leave

C16.1 Purpose

The University of Miami sabbatical leave program is intended, insofar as University resources are available, to provide regular sabbaticals every seven years for eligible faculty to engage in research, writing, or other sustained activity of an academic nature. Every effort is made within each department to provide sabbaticals by temporary reassignment of a sabbatical applicant's courses to colleagues for the requested period of leave. Sabbatical leaves, are, therefore, provided by collegial arrangements rather than by budget resources. All proposals for sabbatical leave must be approved by the Dean and the Executive Vice President and Provost.

C16.2 Eligibility

To be eligible for sabbatical leave, a faculty member must (1) hold tenure; and (2) have had at least six years of full-time service to the University of Miami. In some instances, other members of the UNIVERSITY FACULTY may be granted a Sabbatical with approval from their respective Dean and the Executive Vice President and Provost.

C16.3 Terms of Sabbatical Leave

Sabbatical leave may be granted for one semester at full salary, or for one academic year or two consecutive semesters at two-thirds salary. (A one-year period of leave must be in the same pattern as that of previous employment; that is, nine-month or twelve-month.). Other

potential time arrangements for Sabbatical leaves may be granted when established through a School's bylaw and approved by the Executive Vice President and Provost. Faculty members must serve at least one year at the University after they return from sabbatical leave. Retirement and fringe benefits are continued during leave, and persons on leave are considered in the usual fashion for promotion and/or salary increase. Faculty members on sabbatical leave or other paid leave have the same retirement benefits as if they had not been on leave.

END TEXT

This legislation is now forwarded to you for your information.

LLN/ss/rh

cc: Jeffrey Duerk, Executive Vice President and Provost
All Academic Deans

CAPSULE: Faculty Senate Legislation #2019-37(B) – Amendment to *Faculty Manual* Section C16 on Sabbatical Leave

PRESIDENT'S RESPONSE

APPROVED:  DATE: 12/17/19
(President's Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Faculty Senate

EFFECTIVE DATE OF LEGISLATION: _____
(if other than June 1 next following)

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____