

Article ___: Sabbatical

Section 1. Sabbatical leaves are a privilege extended by Oregon Tech for the purpose of strengthening the academic programs of the University while also contributing to the professional development of the tenured bargaining unit member in scholarship, creative activity, ~~and~~ teaching, and leadership. A tenured bargaining unit member must demonstrate they are capable of using the sabbatical period in a manner which will thereafter increase the member's effectiveness and contributions to the University. The Provost, or designee, shall have the sole discretion to approve applications for sabbatical leave.

Section 2. Eligibility. A tenured bargaining unit member may be considered for sabbatical leave under the following circumstances:

- (a) After having been continuously appointed without interruption by a sabbatical leave or protected leave of absence for at least eighteen (18) academic terms (excluding Summer Session) or, in the case of 12-month faculty, at least seventy-two (72) months; or
- (b) After having accumulated the equivalent of six (6) full-time years of employment over an indefinite period of 9-month or 12-month appointments, uninterrupted by a sabbatical leave or protected leave of absence.

An authorized ~~military, medical, or family~~ leave of absence will not prejudice the tenured bargaining unit member's eligibility for sabbatical leave. Military leave can be credited for eligibility for sabbatical. Tenured bargaining unit members may be considered for subsequent sabbatical leaves after again satisfying the conditions specified in Section 2(a) or (b) above.

Section 3. Application for Sabbatical. Tenured bargaining unit members who meet the sabbatical eligibility standard in Section 2, above, shall complete the official application form available on the Provost's website, attach a current curriculum vitae, and submit the application to their Department Chair, or appropriate administrative officer. In applying for sabbatical leave, a tenured bargaining unit member shall also sign an agreement to return to the University for a period of at least one year on completion of the sabbatical leave or repay the salary provided pursuant to Section 5, below. Sabbatical leave must begin and end with an academic term.

Section 4. Decision. The Department Chair

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consultation, it shall be submitted to the Provost, along with the application for sabbatical leave, for final decision. If a plan is unable to be developed, the application shall not be forwarded to the Provost's Office for further review. A committee, comprising the academic deans, two of four tenured faculty members nominated by the Faculty Senate, and one provost appointee who will serve as committee chair, will be charged by the Provost to provide recommendations to the provost for sabbatical leave. Approval of sabbatical leave proposals and the number of sabbatical leaves authorized shall be the sole discretion of the Provost ~~and the number of sabbatical leaves authorized~~. In cases where it is necessary to choose between several applications for sabbatical leave from the

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