

FACULTY SENATE

SOUTHEAST MISSOURI STATE UNIVERSITY

FACULTY SENATE BILL 19-A-XX

Approved by the Faculty Senate
XXXXXXXXXX

BRIEF SUMMARY: This bill specifies the policy portion of the existing *Faculty Handbook* section on Sabbatical Leave (Chapter 4, Section D).

REVISING “SABBATICAL LEAVE” TO ESTABLISH A POLICY SECTION

BE IT RESOLVED THAT: subject to the passage and approval of this bill and its companion bill establishing a corresponding “procedures” section, Chapter 4, Section D of the Faculty Handbook be amended by replacing the existing content with the following:

SABBATICAL LEAVE

Policy

As an institution of higher education, the University is committed to maintaining a quality learning environment in which faculty and students can develop skills and ideas, acquire knowledge, and engage in creative activities covering a wide range of disciplines and fields. As an expression of this commitment, the University provides a sabbatical leave program for tenured faculty to enhance their professional competence and the total teaching/learning environment. The sabbatical leave, therefore, represents a dual investment of time and expertise on the part of the individual faculty member and a financial investment by the University—which promises to result in improved teaching, enriched programs, and the advancement of knowledge and creative activity at the University.

Program Purposes

A sabbatical leave may be granted to tenured faculty for the purpose of professional advancement. A sabbatical leave is not automatically granted, ~~;~~ ~~rather~~ but rather, ~~it is~~ awarded through a competitive selection process involving both faculty peers and administration. Benefit to the professional development of the faculty member University is the are central components in the evaluation of proposals as is presentation of a coherent project demonstrating high probability of completion within the sabbatical time frame. on the basis of professional need and accomplishment. The leave provides a means for improving teaching or instructional programs, engaging in research or writing for publications, pursuing, or developing programs directly related to institutional needs, ~~or exploring alternative career patterns.~~ Sabbatical requests require ~~prior~~ joint faculty/administrative endorsement.

Because of the diversity of fields and disciplines within the University, it is possible to define a wide range of activities that constitute legitimate use of a sabbatical leave. Such activities may include, but are not limited to, the completion of books, monographs, or articles; completion of creative projects; professional ~~travel~~, study or other work contributing to projects already underway; development of new instructional programs; extensive revision of existing programs; post-doctoral experiences and study; and advanced preparation for additional academic ~~respecialization~~. If the additional ~~respecialization~~ is administratively prompted, it is assumed that a majority of those costs would come from outside the sabbatical program funds. A sabbatical leave is not to be used for work toward the completion of an advanced degree.

Definition of Sabbatical Leave, Compensation, and Benefits

A sabbatical leave is a leave of absence taken for one semester at full salary or for a full academic year at one-half salary ~~plus one half the maximum elective contribution for the Family Medical Care Plan under Southeast Missouri State University's Cafeteria Plan, or for one semester at full salary~~. The base salary is that which would have been forthcoming in the year of the sabbatical. While on sabbatical leave, the faculty member is an employee of the University and will receive all benefits due to faculty who are regularly employed. Faculty on sabbatical leave will receive their salaries in regular payments, as they would if they were normally employed.

Faculty Replacement

Since it is essential to maintain the integrity of programs and offerings at the University, arrangements must be made to compensate for the absence of faculty members on sabbatical leave.

Action	Date
Introduced to Senate	3/6/2019
Second Senate Meeting	
Faculty Senate Vote	
President's Review	
Board of Regents Approval	
Posted to Faculty Handbook	