

# TAUP – Temple Collective Bargaining Agreement 2012 - 2014

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## ARTICLE 23 UNIVERSITY SUPPORTED RESEARCH

### A. Sabbaticals

1. Sabbaticals shall be authorized annually for the tenured and tenure-track faculty at the rate of one (1) per seven (7) faculty members or fraction thereof. The Provost may increase the number of available sabbaticals in his/her discretion.

2. The Provost will notify the faculty annually of the number of sabbaticals available and encourage applications for sabbaticals.

3. The purpose of sabbaticals shall be to pursue professional development, to conduct research and/or creative activities, and/or to develop methods and materials to improve teaching and curricula with the outcome of increasing the individual's future contribution to the University. In awarding sabbaticals, Temple may take into account the applicant's recent performance in scholarship and, where the sabbaticals propose significant innovations in teaching, recent performance in teaching. The products resulting from previous sabbaticals and any reports on those sabbaticals may also be considered in evaluating applications for sabbaticals. Sabbaticals are awarded only for meritorious proposals, and there is no duty by Temple to award all sabbaticals if there are not a sufficient number of meritorious proposals.

4. The appropriate college committee shall review all applications for sabbaticals and forward all applications and recommendations to the Dean. The Collegial Assembly shall specify the appropriate committee to review sabbatical applications.

5. Applications for sabbaticals shall be forwarded to the Dean of each college following review by the appropriate committee of the college. The dean shall forward to the Provost or other designated University officer all sabbatical applications along with his/her recommendations.

6. The Provost or other designated University officer will consult with a University Sabbatical Committee consisting of 13 faculty members from the TAUP bargaining unit. Seven (7) members shall be selected by the Provost and six (6) members shall be selected by the Faculty Senate. To maintain disciplinary breadth and diversity on the committee, no more than one faculty member per school or college may be selected by the Faculty Senate to serve at one time. The committee shall recommend to the Provost or other designated University officer which sabbaticals should be awarded. The Provost shall then award sabbaticals in his/her discretion.

7. A faculty member on the tenure-track, but not yet tenured, may apply for a sabbatical to be taken in the fourth or fifth year of full-time service at Temple. If a tenure-track faculty member's probationary period has been extended, his/her time to apply for a sabbatical will be adjusted accordingly. Temple shall endeavor to award sabbaticals to tenure-track faculty in at least the proportion that eligible tenure-track faculty are to the tenured and tenure-track faculty group when the number of sabbaticals is calculated each year.

8. Temple shall endeavor to award all sabbaticals that are available in each year, but it is not obligated to award sabbaticals that do not meet the criteria stated in Paragraph 3 above.

9. A tenured or tenure-track faculty member who receives a sabbatical shall not be eligible to apply for another sabbatical until he/she has accrued six (6) additional years of service at Temple, not including any unpaid or paid leaves. A faculty member with fewer than six (6) additional accrued years of service at Temple nonetheless may apply, provided that he/she has secured the prior approval of his/her dean or the Provost. If all sabbaticals for eligible faculty are not used in a particular year, then those with fewer than six (6) years accumulated after his/her last leave who have applied after obtaining approval from the dean or Provost will be considered at the Provost's discretion.

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## 2012 - 2014

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10. A tenured or tenure-track faculty member who has accrued the required years of service to earn a sabbatical, but would like to postpone his/her sabbatical or application for up to two (2) years, may make a request in writing to his/her dean. If Temple agrees to the postponement, the year of the postponement shall continue to accrue toward future sabbaticals. The dean also may request that a faculty member who has accrued the required years of service to earn a sabbatical postpone his/her sabbatical for up to two (2) years during which time he/she will continue to accrue toward future sabbaticals.

11. Sabbaticals taken by tenure-track faculty will not stop the tenure clock.

12. A faculty member on sabbatical for a full year shall receive sixty-five percent (65%) of annual salary and all usual benefits. With the approval of the dean, faculty members on a full-year sabbatical are permitted to earn from external sources an amount equivalent to thirty-five percent (35%) of their annual University salary. Faculty are not permitted to earn more than one-hundred percent (100%) of their annual University salary while on full-year sabbatical except with written approval of the Provost.

13. A faculty member on sabbatical for one semester shall receive full salary and all usual benefits. With the prior written approval of the Dean, a faculty member on one semester sabbatical shall be permitted to spend one day per calendar week engaged in external consultation. Such consultation shall be conducted in accordance with the outside compensation provisions of this Agreement.

14. Nontenure-track faculty who have completed ten (10) years of full-time service at Temple shall be eligible to be considered for a sabbatical. In each year, the number of sabbaticals made available shall be equal to ten percent (10%) authorized at the rate of one (1) per ten (10) of the eligible nontenure-track faculty members.

15. A nontenure-track faculty member who receives a sabbatical shall not be eligible to apply for another sabbatical until he/she has accrued ten (10) additional years of service at Temple, not including any unpaid or paid leaves. A nontenure-track faculty member with fewer than ten (10) additional accrued years of service at Temple nonetheless may apply, provided that he/she has secured the prior approval of his/her dean or the Provost. If all sabbaticals for eligible nontenure-track faculty are not used in a particular year, then those with fewer than ten (10) years accumulated after their last leave who have applied after obtaining approval from the dean or Provost will be considered at the Provost's discretion.

16. Sabbaticals shall be awarded to nontenure-track faculty through the same process and based upon the same criteria as for tenured and tenure-track faculty.

17. The percentage of salary and provision of benefits for sabbaticals for nontenure-track faculty shall be the same as for tenured and tenure-track faculty.

18. No sabbatical from the pool available for tenured and tenure-track faculty shall be awarded to nontenure-track faculty, and vice versa.

19. Any faculty member on sabbatical may supplement the compensation received from Temple with fellowships or grants held through Temple that support the project or activities set forth in the faculty member's sabbatical proposal, but any such compensation shall conform to the regulations of the fellowship or granting agency and shall not in combination with the compensation from the sabbatical exceed one-hundred percent (100%) of the faculty member's regular Temple salary. Except as provided in the preceding provisions, a faculty member may not, without approval of the Provost or other designated University officer, engage in activities that produce earned income, either from services rendered or otherwise, while on sabbatical from Temple. The Provost or other designated University officer shall issue guidelines setting forth the circumstances under which a faculty member will be permitted to receive such earned income while on sabbatical. As a general principle, the faculty member is expected while on sabbatical to devote his/her full time and effort to carrying out the project described in his/her sabbatical proposal.

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## B. Prestigious Fellowships and Awards

1. When a faculty member receives a prestigious external fellowship, or award such as Fulbright, Guggenheim and/or Pew and Temple grants an unpaid leave for the purpose of pursuing the activities described in this award, Temple shall provide full benefits throughout the leave.

2. In cases where such fellowships or awards cover only part of the faculty member's salary, Temple shall pay as a supplement an amount of money to bring the faculty member's compensation to 100% of his/her base pay for the academic year in which the leave is taken.

3. Faculty members granted leaves as described in this section will be ineligible to take additional leaves under this Article for a period of one (1) year following the conclusion of the leave. During this period of ineligibility, time will continue to accrue toward future sabbaticals.

C. A faculty members who is granted a sabbatical or leave described in this Article will be required to return to his/her position at Temple for at least one year.

## D. Summer Research Awards

1. There shall be 35 faculty awards annually.

a. Each award shall carry a \$7000 stipend

2. The selection process shall remain unchanged.