

SABBATICAL LEAVE

Memorandum of Agreement

FY 2013-2014 and FY 2014-2015

The attached document is reflective of the consultation and negotiation that has taken place and constitutes the memorandum of agreement that will be in effect for the academic year 2013 - 2014.

Robert Zazzali, Vice President
Employee and Labor Relations

Phillip A. Lewis, Negotiator
AFT 2373

SABBATICAL LEAVE
Procedural Guidelines for Sabbatical Leave Applications
Pursuant to Article XXVII of the 2011-2015 Agreement: State of New Jersey and Council
of New Jersey State College Locals, AFT, AFL-CIO
IMPORTANT DATES and Deadlines

Applicants for Sabbatical Leave

Applicants sign-up “intention to apply” for sabbatical leave
in University Senate Office, Campbell Library 432

On or Before*

July 1 (See Note)

Applicants submit applications for letter of support
to Departmental Committee

October 10

Applicants will receive impact statement from College Dean

October 15

Applications for Sabbatical Leave submitted to University
Senate Office, Campbell Library 432

November 1**

Departmental Committee

The identified Department Committee will provide letter
of support to applicant

October 31

University Senate Sabbatical Leave Committee

University Senate Sabbatical Leave Committee in conjunction
with the University Administration will verify the eligibility of
each “intended” candidate for sabbatical
(i.e., dates of initial employment, last sabbatical leave).

On or Before*

October 1

Will make recommendations to the University President
or designee

January 1***

University President or Designee

President/Designee notifies all applicants of final determinations
regarding requested career assistance.

On or Before*

February 1

* If the “on or before” date falls on a non-business day (i.e., Saturday, Sunday, or holiday), the previous business day will serve as the deadline.

** Deadline for submission of materials to University Senate Office is before 12:00 noon of the “on or before” date (see above).

*** Prior to submitting report to the University President or Designee, the University Senate Sabbatical Leave Committee will notify candidates of their ranking.

The University Senate Committee and the Administration will make a reasonable effort to notify every eligible faculty and librarian of his/her eligibility for a sabbatical leave.

NOTE:

Given the time frame for approving the new agreement in Spring 2013, the deadline for sign-up “intention to apply” will be extended to September 5, 2013

Preamble

According to the Agreement: State of New Jersey and Council of New Jersey State College Locals, AFT, AFL-CIO, July 1, 2011-June 30, 2015:

Each State College/University shall have a sabbatical leave program for its full-time, tenured faculty members.... and librarians who, as of June 30 prior to the year for which the leave is requested, have completed a period of six (6) or more years of service. Sabbatical leaves shall be in half year leaves granted to those applicants with meritorious applications as evaluated pursuant to the procedures at each College/University and no more than once every seven years. At each College/University two (2) half year leaves may be combined into one (1) full year leave (p 42).

Application may be made for the purpose of pursuing a substantial project designed to yield publishable results and/or enhance competency as a scholar or teacher. Sabbatical leaves may also be granted for the pursuit of an accredited terminal degree program in an appropriate field of study and/or such other criteria that may be established by the College/University.

Also found in Agreement: State of New Jersey and Council of New Jersey State College Locals, AFT, AFL-CIO, July 1, 2011-June 30, 2015, are the terms of an approved Sabbatical Leave:

- Half-year leaves shall be at the rate of full salary.
- Full-year leaves shall be at the rate of three quarters (3/4) salary.
- For librarians, half-year leaves shall be five (5) months, and full-year leaves ten (10) months.
- The period of the leave shall be credited for increment purposes, where such credit is relevant.
- A faculty member or librarian on sabbatical leave shall be entitled to the continuation of pension and insurance programs benefits as provided in the applicable plans.
- Each faculty member or librarian accepting a leave must sign a written statement obligating him or her to continue to serve for at least one (1) year after expiration of the term of the leave, unless waived by the President of the College/University.
- Faculty members or librarians on such leave are permitted to receive additional compensation in the form of fellowships, government grants, and honoraria for purposes related to the leave and part-time employment directly related to the project at an institution where they are in residence for the purpose of study and research in addition to the partial salary from the College/University, provided that total compensation from all sources does not exceed such faculty members' full salary at the College/University. The leave may not be used to accept paid employment during the period of the leave except as provided above. *

* *Rowan University recognizes that Housing and Expense Allowances may not be recognized as "salary."*

1. General Guidelines

- 1.1 The Sabbatical Leave Committee shall be appointed in accordance with Article XXVII, Section A-B of the Agreement: State of New Jersey and Council of New Jersey State College Locals, AFT, AFL-CIO (July 1, 2011-June 30, 2015 and the By-Laws of the University Senate. The committee will be composed of ten (10) voting members and a non-voting representative appointed by the union. Unless exceptions are agreed to by the union and the administration upon request of the University Senate, the committee must contain at least one representative of the AFT 2373 bargaining unit from each of the following:

Rohrer College of Business
College of Communications and Creative Arts
College of Education
College of Engineering
College of Performing Arts
College of Humanities and Social Sciences
College of Mathematics and Sciences
Librarians
Two additional members from the AFT 2373 bargaining unit

- 1.2 The University Senate Sabbatical Leave Committee shall conduct its review of applications and make its recommendations to the President by January 1 in accordance with the current contractual agreement.

- 1.3. The recommendations will be based upon the following point system criteria:

- 1.3.1 **Each candidate shall be given a numerical Longevity Score and Longevity Ranking.** The longevity score will be his/her number of years of full-time, in-unit service as a faculty member or a librarian at Rowan University from the initial appointment or since his/her last sabbatical leave ended, whichever is most recent, to the beginning date of requested sabbatical. Half-years will be counted where applicable. Candidates' longevity scores will be ranked in descending order; the highest longevity score will be ranked 1st and the lowest will be ranked last. It is this Longevity Ranking that will be used to determine the final recommendation of the committee.

- 1.3.2 **Each candidate shall be given a Project Rating and Ranking.** The candidate's project shall be rated on a point basis by its potential value. Value is to be evaluated on the applicant's stated objectives for the project, anticipated outcomes of the project, and the short-term/long-term enhancement that the proposed project will provide to the applicant, department, discipline, profession, and/or University as well as the supporting documentation provided by the applicant.

Points shall be assigned on a continuum scale of 0-10 based on the assessment of the proposed project's purpose, objectives, expected results, and potential impact for the applicant, department, discipline, profession, and/or University.

The collection of the ratings will be by secret ballot. After the highest and lowest score have been discarded, the mean of the numerical ratings that remain (the "middle average") shall be assigned to each candidate as his/her Project Rating.

Project Ratings will then be ranked in descending order with the highest rated project ranked 1st and the lowest rated project ranked last. Only a project receiving an average numerical rating of four (4.0) or higher will be rank ordered. It is this Project Ranking that will be used to determine the final recommendation of the committee. *If a project is not rank ordered, the longevity of the applicant will not be ranked and the application will not be included on the recommendation list provided to the administration.*

- 1.3.3 The Project Ranking (score) will be multiplied by 2.0 and then summed with the Longevity Ranking (score).

A third ranking, the Recommendation Ranking, in ascending order will result based on the summation of the previous two rankings. The lowest sum will be ranked 1st and highest sum will be ranked last. The Recommendation Ranking is the recommendation list of applicants provided to the Administration. This method gives the project ranking more weight in the final recommendation ranking. This method provides the project rank with a 66.67% weight and the Longevity rank with a 33.33% weight.

- 1.3.4 A project must receive a Project Rating of 4.0 or higher (the "middle average") in order for the committee to recommend the granting of a Sabbatical Leave.

Value is to be evaluated on the applicant's stated objectives for the project, anticipated outcomes of the project, and the short-term/long-term enhancement that the proposed project will provide to the applicant, department, discipline, profession, and/or University as well as the supporting documentation provided by the applicant.

| Scale | Description of Scale Value |
|-------|--|
| 1 | No recognizable value |
| 2 | Value of project is unclear |
| 3 | While there is possible value of the project, the outcomes are unclear or unlikely |
| 4 | The project meets to minimal standards for sabbatical leave |
| 5 | The project meets minimal standards for sabbatical leave, has clear objectives, and likely positive outcomes for the applicant as a teacher and/or scholar |
| 6 | The project meets minimal standards for sabbatical leave, has clear objectives, has likely positive outcomes for the individual as a teacher and/or scholar, and may have outcomes for the Department, University, discipline, or profession |
| 7 | The project meets minimal standards for sabbatical leave, has clear objectives, and <i>measurable, positive</i> outcomes for the individual as a teacher and/or scholar, and may have outcomes for the Department, University, discipline, or profession |
| 8 | The project meets to minimal standards for sabbatical leave, has clear objectives, <i>measurable, positive</i> outcomes for the individual as a teacher and/or scholar, and positive outcomes for the Department, University, discipline, or profession |
| 9 | The project has clear objectives with measurable outcomes for the individual as a teacher and/or scholar as well as the positive and <i>measurable, positive</i> outcomes Department, University, discipline, or profession |
| 10 | The project has clear and significant outcomes that will have measureable and positive impact for the individual, the Department, University, discipline, or profession |

- 1.4 All committee members are expected to conduct themselves in accordance with any relevant university, state, or professional standards of ethics while serving on this committee.

2. Contract and Guideline Interpretations

- 2.1 The contract wording, "to yield publishable results" (Article XXVII.A.2.b of Master Agreement) is interpreted as a proposed project which may yield products identified as scholarship pursuant to section 2.2., "Scholarly and/or Creative Activity," of the local Promotion Agreement, Appendix A, and documented in the respective faculty member or librarian's approved department promotion criteria.
- 2.2 The contract wording, "designed to yield publishable results and/or enhance competency as a scholar or teacher" (Article XXVII.A.2 of *Agreement: State of New Jersey and Council of New Jersey State College Locals*, AFT, AFL-CIO July 1, 2011-June 30, 2015) is interpreted as a proposed project which will be relevant for the individual's profession as a faculty member or librarians. The enhanced competency may be directed toward:
- 2.2.1 Enhancement for the individual and/or
 - 2.2.2 Enhancement for the department and/or
 - 2.2.3 Enhancement for the University.
- 2.3 Applicants will need to describe the objectives of the proposed sabbatical leave project, the expected impact that it will have on the applicant's "competency as a

teacher and/or scholar,” and the anticipated/planned outcomes of the project. Applicants may also wish to describe the outcomes in terms of short-term and long-term enhancement for the individual, department, discipline, profession, and/or University. Instructions for the application packet are in Appendix 1.

Through supportive data, the committee will also consider whether the individual has or can obtain the necessary resources to pursue the project. This judgment will be based on the supportive data included with the application. In addition to completing the application, the following supportive data should be attached with documentation where possible.

Letters of support, departmental letters of support, Dean’s Office confirmation, commitment, or verification of status must be current, that is, no older than 12 months prior to the beginning of the current fall semester.

- 2.3.1 Departmental committee letter of support should be included in the application and clearly state the value and relevance of the proposed project. Departments may choose an existing committee or create a new committee for this purpose. For example, the Departmental Career Development (A328) Committee might be used for this purpose.

Applicants will provide the application for Sabbatical Leave and the supporting documentation to the identified departmental committee on or before October 10.

Upon review, the departmental committee will provide an evaluation of the applicant’s objectives for the sabbatical leave, merits and likely outcomes of the proposed project, and the expected benefits of the sabbatical leave to the individual, department, discipline, profession, and/or university

- 2.3.2 The appropriate Dean’s Office will also confirm awareness of the applicant’s intent and acknowledge any potential negative impact on that college by the intended leave. If there is negative impact on a program, department, or college as a result of an applicant’s or applicants’ intended sabbatical, the Dean (or designee) will need to explain how the impact may be lessened or eliminated.
- 2.3.3 General Formatting and Content Guidelines may be found in Appendix 1 of this document.
- 2.3.4 The candidate may request an appearance before the Committee by contacting the Committee Chairperson on or before the designated date (see page 2) to explain the relevance of projects.

3. Obligations of the Candidate

- 3.1 It is the candidate's responsibility to obtain the proper application form. Only one (1) application may be submitted. The candidate must sign the "Intention to Apply" list in the Senate office not later than the date and time posted above (see page 2).
- 3.2 Concurrently with 3.1, above, the candidate will give dated written notification of her/his intent to apply for sabbatical leave to the department chair and dean. A copy of this dated notification will be included with each copy of the application.
- 3.3 Candidates are expected to provide full documentation as required by this agreement and listed at the bottom of the application form. Detailed guidelines and formatting instructions can be found in Appendix 1.
- 3.5 It is the candidate's responsibility to ensure the arrival of his/her application in the Senate office in accordance with the contract deadline.
- 3.6 The candidate is to submit an original application and ten (10) copies, a total of eleven (11) application packets.
- 3.7 Once an application has been submitted and the deadline has passed, NO modifications or additions can be made except as provided for in 2.3.4 above and 4.10 below.
- 3.8 The candidate may request feedback from the committee regarding the application after the committee's recommendations have been made. The feedback will be provided when the applicant collects the reviewed and remaining copies of the application packet from the University Senate Office.

4. University Senate Committee Guidelines

- 4.1 All sabbatical leave communication with the candidate outside of Committee meetings will be conducted by the Sabbatical Leave Committee Chairperson.
- 4.2 No discussion of the candidate in relation to sabbatical leave will be conducted by any Committee member other than in Committee meetings.
- 4.3 Any Committee member has the right to abstain from discussion and voting on a candidate.
- 4.4 Committee members may not apply for a sabbatical leave.
- 4.5 All material submitted to the Committee will be handled in a confidential manner.
- 4.6 Voting on the project will be by secret ballot. After the highest and lowest score have been discarded, the average of the numerical rating shall be added to the

longevity numerical score provided the average of the numerical rating is four (4) or greater. All members of the Committee should be present for the balloting and for determining recommendations to be made to the President.

- 4.7 The recommendations to the President will be submitted in rank order.

The Committee may recommend that a candidate's project does not merit the granting of a sabbatical leave.

The Committee may not recommend for sabbatical leave any candidate whose project “middle average” is below 4.0.

Information and comments describing the number of years employed at Rowan University, the objectives of the project, and the expected/possible outcomes of the project may accompany each applicant's name and recommendation ranking.

The committee may choose to identify specific strengths of individual applications and add those comments in the information provided to the President.

- 4.8 The Committee shall notify each candidate of his/her ranking before forwarding its recommendations to the President of the University.

In addition, the committee may provide applicants with feedback regarding strengths and weaknesses of the application packet. Applicants who are not granted sabbaticals may use the feedback in developing future applications.

- 4.9 The Committee reserves the right to ask the candidate to provide additional information and/or to appear before the Committee.

- 4.10 The Committee will provide feedback to applicants whose applications are not ranked as a result of receiving a “middle average” project merit score of less than 4.0. after the committee’s recommendations have been made to the administration.

5.0 **Administration Guidelines**

Upon receipt of the University Senate Committee’s Recommendations and Comments, the Administration will grant sabbatical leave in Recommendation Rank order to all applications considered worthy within the anticipated institutional budgetary and resource constraints. The total number of sabbatical leaves in terms of total semester hours will be determined by the Administration.

In the unlikely event that the Administration chooses to grant sabbaticals in an order different from the recommendation order, the Administration will meet with the University Senate Sabbatical Leave Committee to discuss/explain the reasons for this variation.

6.0 **Successful Applicants**

While on Sabbatical Leave, sabbatical recipients are not permitted to serve on any University, Senate, or departmental committees. Sabbatical leave recipients may request to serve on committees (University, College, and/or Department) whose work will be completed before the start of the sabbatical leave or will begin after the recipient returns to service.

Upon completion of a sabbatical leave and return to regular duties, sabbatical recipients are required to submit a letter to their respective dean of one-two pages describing their activities and accomplishments under the grant of the sabbatical leave. This letter should be added to future sabbatical leave applications.

Departments and/or Colleges may also request other activities resulting from the applicant's sabbatical, such as providing workshops, presenting to faculty colleagues, or sharing the results of the sabbatical with other groups.

APPENDIX 1:

GENERAL CONTENT AND FORMATTING GUIDELINES FOR APPLICANTS

The first purpose of this document is to assist faculty members in understanding the process by which sabbatical leave applications are evaluated and to provide a clear format for those applications that will present proposed projects in a clear and compelling way.

Guidelines for Preparation of Application

A sabbatical leave application need not be a lengthy document, but it must contain sufficient information for review committees and administrators to evaluate the merit of the proposal and the benefit it will have for the faculty member, the department, the discipline, the profession, and for the University.

The application will contain the following information:

A. Cover page (use application form) and Abstract

The Application Form will be the cover page for the Sabbatical Leave Application Packet. Immediately following the cover page should be an abstract.

1. An abstract (100 words or less) will be provided that is a nontechnical statement of purpose, work to be accomplished, and the institution(s) and location(s) where the work is to be performed.

B. Narrative body

A relatively brief narrative will follow the cover page and abstract. In that narrative, the details of the project will provide in more detail the purpose of the project, the work to be accomplished, the expected results, and the justification for the sabbatical request.

1. Purpose – In addition to a clear and concise statement of the applicant’s objectives for the project, answer the questions: What is the nature and significance of the project? How does this project impact the applicant’s “competency as a teacher and/or scholar?”
2. Work to be accomplished – Describe the work planned and how it is to be accomplished. Where will the work be done? And, why has that location been chosen? Identify any persons with whom you will affiliate and their expertise in the area(s) in which you plan to work. Include letters of invitation from collaborators and/or host institutions or agencies. What can you cite as evidence that you have the skills and background to accomplish your objectives? Include an estimated schedule for the major steps of the project.
3. Projected results - What tangible results will your project have? What form will the results take? How will you share your results with others (e.g., publication, exhibition,

sharing of new pedagogical techniques or materials with peers)? Are there intangible results expected to result from the project? If so, what are they?

4. Justification - How does this project contribute to your own development as a teacher and/or scholar? Will it benefit your department, college, and/or the University? How? In what way does this project require a time commitment beyond that involved in the normal activities encompassed in teaching, research, scholarship, and service?

C. Supporting documents

1. A curriculum vita or biographical data sheet including a list of publications and professional activities.
2. Notification letter to Dean and Department Chair: Dated copy of memo of intent to apply for Sabbatical Leave
3. Dean's Confirmation of Notice and Impact Statement
4. Departmental Committee Letter of Support

Justifying Different Types of Projects

Various types of projects can be undertaken during the sabbatical leave. These include formal research projects, pedagogical projects, or other kinds of scholarly and creative projects.

A proposal for a pedagogical project in such areas as instructional scholarship, the development of new instructional resources, the acquisition of new techniques, the development of outreach programs, or alternative teaching experiences should show that the activity will have a major impact on education in the subject area. For example, proposal involving the writing and publication of a textbook should demonstrate that the book will be a substantial addition to any material currently available in published form.

In the case that sabbatical leave is being requested to pursue or complete an advanced degree, certification, or some other form of training, the description should include the name of institution from which the training is being sought as well as the title of the degree/certification/training. The narrative needs to describe the value of training to applicant as a scholar or teacher and the impact of such training on the department, college, and university.

Review and Evaluation Process

In general, reviewers at each level of review will seek answers to the following questions about each sabbatical leave application:

- Is the significance of the project established?
- Does the presentation show the reader how the goals will be accomplished?
- What is the likelihood that the project will be completed or nearly completed on schedule?

- Does the applicant have the skills and background to undertake the project or a plan to acquire these before the leave?
- Is the purpose of the project communicated clearly to non-specialists?
- To what degree is the sabbatical leave crucial to the completion of the project?
- Are the benefits of the proposed leave for the faculty member and for the University clearly articulated?

The most compelling sabbatical leave applications are the ones which provide answers to these questions in brief and clear prose.

Sabbatical Leave Report

Every faculty or staff member who is awarded a sabbatical leave is required to submit a written report to the Provost via his or her academic dean, specifying what was accomplished during the leave. The report is to be submitted within two months of the return from leave. The dean will send the report directly to the Provost, who will send a letter of acknowledgment to the faculty member with a copy to the dean. The report will be included in future sabbatical leave applications.

Return to Service

Individuals who are granted sabbatical leaves are expected to return for a full contract year of service following the sabbatical leave.

APPENDIX 2
SABBATICAL LEAVE FORMS

DEAN'S CONFIRMATION OF NOTICE AND IMPACT STATEMENT

DEPARTMENTAL COMMITTEE LETTER OF SUPPORT

ROWAN UNIVERSITY SABBATICAL LEAVE APPLICATION

DEAN'S CONFIRMATION OF NOTICE AND IMPACT STATEMENT
SABBATICAL LEAVE APPLICATION

Sabbatical Leave Applicant _____

Academic Department _____

Academic College _____

Academic Dean _____

Requested duration of Sabbatical Leave:

_____ First Semester: September 20_____ -- December 20_____

_____ Second Semester: January 20_____ -- June 20_____

_____ Full Academic Year: September 20_____ -- June 20_____

_____ Chronological Year: January 20_____ -- December 20_____

Impact of requested sabbatical leave (check appropriate box):

- ☐ The College is aware of the application for sabbatical leave and is prepared to accommodate the requested leave.

- ☐ The College is aware of the application for sabbatical leave and believes the requested leave as proposed will have a negative impact on a program, department, and/or the college. If checked, please explain how the negative impact can be lessened or eliminated (e.g., changing the requested dates of sabbatical from full academic year to chronological year).

Dean (or Designee) Signature

Date

DEPARTMENTAL COMMITTEE LETTER OF SUPPORT
SABBATICAL LEAVE APPLICATION

Sabbatical Leave Applicant _____

Academic Department _____

A departmental committee has reviewed the application for sabbatical leave provided by the applicant listed above. The committee has evaluated the strengths of the application packet and the summary of that evaluation is provided. The specific areas reviewed are:

Objectives for the sabbatical leave (Are they reasonable, achievable, specific, and clear?)

Expected outcomes of the proposed project (Are the expected outcomes consistent with departmental criteria for Scholarly and Creative Activities? Are they consistent with the goals of the department?)

Benefits of the sabbatical leave to the individual, department, university, discipline, professional field, and/or broader communities (If the objectives are achieved, will the project benefit the individual as a teacher and/or scholar? Will it benefit the Department? Will it benefit the College? Will it benefit the University?)

Departmental Review Committee Members

Name

Signature

Name

Signature

Name

Signature

Name

Signature

Name

Signature

Applicants will provide the application for Sabbatical Leave and the supporting documentation to the identified departmental committee on or before October 10.

ROWAN UNIVERSITY SABBATICAL LEAVE APPLICATION

NAME: _____

Last

First

MI

Requested duration of Sabbatical:

_____ First Semester: September 20_____ -- December 20_____

_____ Second Semester: January 20_____ -- June 20_____

_____ Full Academic Year: September 20_____ -- June 20_____

_____ Chronological Year: January 20_____ -- December 20_____

Department: _____ **Date of Appointment
to Rowan University:** _____

Hiatus in service at Rowan University (if applicable):

Have you ever had a Sabbatical Leave at Rowan University: () No () Yes

If YES, record the date(s) of Sabbatical Leave: _____

Provide the following information regarding your Sabbatical Leave:

- ☐ Cover Page with Abstract: Use this form as the cover page, completed and clearly labeled. Immediately following the cover page, attach an abstract of not more than 100 words as described in Appendix 1.
- ☐ Narrative Body: Purpose and Objectives, expected results, and justification as described in Appendix 1.
- ☐ Supporting Documents: Described in 2.3, 2.4, and 2.5 of Guideline Interpretations and in Appendix 1.
- ☐ Current Curriculum Vitae
- ☐ Notification letter to Dean and Department Chair: Dated copy of memo of intent to apply for Sabbatical Leave
- ☐ Dean's Confirmation of Notice and Impact Statement.
- ☐ Departmental Committee Letter of Support

Submit 1 Original & 10 Copies