

Date: August 15, 2011

To: All Faculty
All Administrative and Service Faculty
All Management Personnel

From: Robert J. Griggs, Vice President for Academic Affairs (Interim)

Subject: SABBATICAL LEAVES, 2012-2013

The President may grant a sabbatical leave to an eligible faculty member who proposes to undertake a scholarly research project, additional study or other endeavor to enhance professional development, support department/unit goals, and/or meet the instructional, service, or research priorities of the University. (Please see Article 19, IFO-MnSCU Agreement, 2009-2011; Article 15, MSUAASF/MnSCU Agreement 2009-2011.)

1. Semester Leave Sabbaticals. Although it is anticipated that only a limited number of semester leave sabbaticals at full pay will be available, the University endeavors to provide support for leaves designed to contribute directly to the professional growth of the faculty as well as to expand the capacity of the department or unit. Please consult with your Dean/appropriate administrator should you have any questions concerning the intent or timetable for semester leaves.
2. Year-Long Sabbaticals. In an attempt to promote year-long studies, research, or continuing education efforts by faculty and staff, the University will provide eighty percent (80%) of the faculty's base salary and a portion of MSUAASF and management personnel's base salary in accordance with the current agreements.

Eligibility Criteria:

1. In order to be eligible for sabbatical leave, a faculty member must have completed at least seven (7) years of service at the University, or have at least six (6) years of service since the conclusion of such faculty member's previous sabbatical leave. The faculty member's proposal for sabbatical leave shall include a written plan consistent with the purpose in Article 19, Section C and shall be submitted via the BSU Sabbatical Application Form procedures.
2. The faculty member shall be granted a sabbatical, upon request, after either, a year of service following an initial award of tenure, or completion of ten (10) years of service at the University or ten (10) years following the conclusion of the faculty member's last sabbatical leave. However, such eligibility is subject to presentation of a satisfactory plan

SABBATICAL LEAVES

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in accordance with Article 19, Section C. Subd. 3. and shall be submitted via the BSU Sabbatical Application Form procedures. Should more than twenty-five percent (25%) of the faculty on an FTE basis of any particular department or program be eligible for and request such a leave, the sabbatical(s) shall be granted in accordance with the following priorities: (1) faculty who have not yet received a sabbatical; (2) faculty whose sabbatical was postponed by this provision; (3) faculty with the longest service since their last sabbatical. In such circumstances, the President/designee shall grant such leave to twenty five percent (25%) of the faculty within the department or program on an FTE basis.

3. All administrative and service faculty and management personnel who have completed at least six consecutive years of service at Bemidji State University of at least .50 time are eligible to apply for a sabbatical leave.

Application for sabbaticals for faculty:

1. Faculty members should submit their sabbatical application form to their department chair by October 26, 2011.
2. Department chairs are to forward the application and a statement of recommendation to their Dean/appropriate administrator by November 21, 2011.
3. Dean/appropriate administrator is to forward the application and recommendation and her/his recommendation to the appropriate Vice President by January 3, 2012.

Information on applying for a Faculty Improvement Grant in conjunction with a sabbatical leave may be obtained from the Faculty Improvement Grant Committee.

Application for sabbaticals for administrative and service faculty and management personnel:

1. Administrative and service faculty and management personnel should submit their sabbatical application form to their immediate supervisor by November 21, 2011.
2. Supervisors are to forward the sabbatical application and a statement of recommendation to the appropriate Vice President by January 3, 2012.

All applications submitted will be reviewed and evaluated by the appropriate Vice President and submitted to the President by February 2, 2012. Applicants will be notified by the President of the approval/denial of their request by February 13, 2012.

Individuals granted a sabbatical are expected to notify the President **in writing** of their acceptance/rejection of the sabbatical by February 17, 2012.

**SABBATICAL APPLICATION
2012-2013**

Name: _____ Date: _____

Title: _____ Dept./Unit _____

Date of Last Sabbatical: _____ Yrs Employed at BSU: _____

Length of Sabbatical Request: Fall Sem _____ Spring Sem _____ Academic Year _____

Bargaining Unit: _____

Title of Project: _____

(Attach a written description of activities not to exceed 600 words)

Expectations of Project:

1. How will the sabbatical assist you with meeting your Professional Development Plan?
2. How will the sabbatical contribute to your department/area and the University?
3. What method will you use in reporting your activities and accomplishments when your sabbatical is complete such as paper(s), book(s), presentation(s), etc.?

The faculty (IFO) or administrative and service faculty (ASF) member shall agree in writing to return to the university for at least one (1) year of service after the conclusion of the sabbatical. In the event the IFO or ASF member fails to follow the intent of his/her plan or to return to the university for one (1) year of service after the conclusion of the sabbatical, the IFO or ASF member shall refund to the university such funds awarded during that sabbatical period.

A written report of the results of your sabbatical must be submitted to your immediate supervisor upon the conclusion of your sabbatical leave.

Signatures:

Applicant: _____ Date: _____

Department Chair: _____ Date: _____

RECOMMENDED BY:

Supervisor/Dean: _____ Date: _____

Vice President: _____ Date: _____

INDIVIDUALS GRANTED A SABBATICAL ARE EXPECTED TO NOTIFY THE PRESIDENT IN WRITING OF THEIR ACCEPTANCE/REJECTION OF THE SABBATICAL BY FEBRUARY 17, 2012.