

For Academic Year 2020 -2021

Applications are due to Department Chair by Friday, September 13, 2019

A complete application must include Sabbatical Leave Project Proposal, a current CV and Sabbatical Terms and Conditions Agreement.

APPLICANT

Last Name	First Name	Middle Name
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College	Department	Academic Rank	Employee ID
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DATE OF LAST SABBATICAL

Semester	Academic Year
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REMUNERATION

Will you receive remuneration for your project other than your University salary? Yes ☐ No ☐

If yes, please explain:

TYPE OF LEAVE REQUESTED

Two semester, half pay (academic year 2020-2021) <input type="checkbox"/>	One semester, full pay, Fall 2020 <input type="checkbox"/>	One semester, full pay, Spring 2021 <input type="checkbox"/>
Destination (if applicable):		

PROPOSAL SUMMARY (100 words or less)

[illegible]

SABBATICAL LEAVE PROJECT PROPOSAL

Please provide:

1. **A detailed description** of the plan to carry out the project, including, if appropriate, a description of any preparatory work scheduled before the leave or of pertinent completed work. This description may not exceed 4 pages, double-spaced.

A statement of the project's benefit to the University in one or more of the following ways (not listed in rank order): scholarly, creative, and/or professional advances; activities which enhance a faculty member's pedagogical and/or professional competencies; projects which contribute significantly to the development of a discipline or curricular area.

Evidence of ability to complete the project.

A timeline for the completion of the project.

As addenda to the four-page project description, you should attach only documentation that is pertinent to the feasibility of the project (letters of invitation to work in a lab, endorsements indicating critical value of the project to the applicant's file, etc.) General letters of recommendation are not needed.

2. **Current CV**

3. **Sabbatical Terms and Conditions Agreement**

Upon notice from the President that a sabbatical leave has been awarded, the applicant must file a bond or promissory note. (See Indemnification section of Terms and Conditions.)

ANIMAL OR HUMAN SUBJECTS

Will animal or human subjects be involved in the project? Yes <input type="checkbox"/> No <input type="checkbox"/>		
If yes, is the appropriate committee clearance attached? Yes <input type="checkbox"/> No <input type="checkbox"/>		
If not attached, indicate date application was made.		

Statement by Department Chair

Due to Applicant on Friday, September 20, 2019

Applicant returns with optional response on Friday, September 27, 2019

Due to Dean's Office on Tuesday, October 1, 2019

APPLICANT NAME

Last Name	First Name	Middle Name
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- ☐ Suitable arrangements can be made so as not to seriously disrupt the continuing course offerings of the department or the functioning of the unit.
- ☐ The continuing course offerings of this department or the functioning of the unit will be seriously disrupted if the applicant is granted a sabbatical leave.

Statement of benefits, if any, to the department if the leave were approved:

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Department Chair Signature	Date
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Evaluation & Ranking by College Professional Leaves Committee

Due to Applicant on Friday, October 18, 2019

Applicant returns with optional response by October 25, 2019

Due to College Dean on Friday, October 25, 2019

APPLICANT NAME

Last Name	First Name	Middle Name

Evaluate strengths and weaknesses of the proposal in terms of the criteria listed in Section III of UP F08-4, Sabbatical Leaves Policy. The major criterion for evaluating applications for sabbaticals is the benefit to the University in one or more of the following ways, not listed in rank order.

Through the project's contributions to:

- Scholarship
- Creative activities and/or professional advances
- Curricular development
- Improvement of instruction or academically-related areas and/or the instructional or professional skills of the applicant

Additional criteria are:

- The applicant's ability to carry out the proposal
- The time-lines for the completion of the project
- The planning evidenced in the detailed description of the proposal

Evaluators shall consider the quality of the proposed Sabbatical project.

SABBATICAL TYPE

1 year at ½ Salary Ranking		of		1 Semester Full Pay Ranking		of	
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EVALUATION & RECOMMENDATION

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College Professional Leave Committee Chair Signature	Date

Copy application and response, if applicable, to Department Chair

Recommendation by College Dean

Due to Applicant on Friday, November 8, 2019

Applicant returns with optional response by Friday, November 15, 2019

Due to University Personnel-Faculty Affairs on Monday, November 18, 2019

APPLICANT NAME

Last Name	First Name	Middle Name
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SABBATICAL TYPE

1 year at ½ Salary Ranking		of		1 Semester Full Pay Ranking		of	
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Consider the following in the review:

- Quality of proposal
- Effect on curriculum
- Operation of department
- Other program needs
- Campus budget implication

RECOMMENDATION

<input type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE
Reason(s) for recommendation:

Dean Signature	Date
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College shall electronically submit complete application to UP-FA via: up-facultyaffairs@sjsu.edu

- Application and Project Proposal
- Chair's Statement and Response, if any, from Applicant
- College Committee's Ranking and Response, if any, from Applicant
- Dean's Recommendation

UP-FA will add any response from applicant to Dean's recommendation.

TERMS AND CONDITIONS – Sabbatical and DIP Leaves

This digest is based on information contained in Title 5, California Administrative Code, Sections 43000-43008; CSU policy as stated in FSA 67-19; and the agreement between The Board of Trustees of The California State University and The California Faculty Association, Articles 27 & 28.

	DIFFERENCE IN PAY LEAVES	SABBATICAL LEAVES
TYPES OF LEAVES AVAILABLE	The difference in pay leaves may be approved for one or two semesters. The salary for a difference in pay leave is calculated as the difference between the faculty employee's salary and the minimum salary of the instructor rank [Lecturer A, Step 1]. The salary for a difference in pay leave for a Librarian employee is calculated by subtracting the current annual salary of an Assistant Librarian, Step 1 from the current annual salary. Please note that faculty members awarded difference in pay leaves will lose partial retirement credit unless they choose to reimburse the State to the level of a normal retirement contribution. A faculty member's contribution to and credit in the retirement fund is in proportion to reduced compensation while on leave. The Human Resources Office can provide information regarding ways by which full retirement credit may be purchased.	The types of sabbatical leave pay are one semester full-pay and two semesters half-pay. If you wish a year leave, depending upon your current salary, it could be advantageous to request a difference in pay rather than a half-pay leave. Please note that faculty members awarded half-pay sabbatical leaves will lose partial retirement credit unless they choose to reimburse the State to the level of a normal retirement contribution. A faculty member's contribution to and credit in the retirement fund is in proportion to reduced compensation while on leave. The Human Resources Office can provide information regarding ways by which full retirement credit may be purchased.
ELIGIBILITY	The Agreement (Section 28.4) provides that "A full-time faculty unit employee shall be eligible for a difference in pay leave if he/she has served full time for six (6) years at that campus in the preceding (7) year period prior to leave. Credit granted towards the completion of the probationary period for service elsewhere shall also apply towards fulfilling the eligibility requirements for a difference in pay leave. A leave of absence without pay or service in an academic administrative appointment excluded from the bargaining unit shall not constitute a break in service for eligibility requirements, nor shall it fulfill the obligation in 28.16. A faculty unit employee will be eligible for a subsequent difference in pay leave after he/she has served full time for three years after the last sabbatical leave or difference in pay leave and has satisfied the obligation in 28.16." The <u>Agreement</u> (Article 28.16) stipulates "A faculty unit employee shall render service to the CSU upon return from a difference in pay leave at the rate of (1) term of service for each term of leave."	The Agreement (Section 27.2) provides that "a full-time faculty unit employee shall be eligible for a sabbatical leave if he/she has served full-time for six (6) years at the campus in the preceding seven (7) year period prior to the leave and at least six (6) years after any previous sabbatical leave or difference in pay leave." The Agreement (Section 22.24) provides that a faculty member taking a professional leave of absence without pay shall accrue service credit toward sabbatical eligibility; such credit "shall be for a maximum of one (1) year per sabbatical eligibility period." A leave of absence without pay or service in an academic appointment excluded from the faculty bargaining unit shall not constitute a break in service when calculating sabbatical leave eligibility. Credit granted toward the completion of the probationary period for service elsewhere shall also apply toward fulfilling the eligibility requirements for a sabbatical. The agreement (Section 27.17) states, "A faculty unit employee shall render service to the CSU upon return from a sabbatical leave at the rate of one (1) term of service for each term of leave."
APPLICATION	Faculty unit employees shall submit requests for difference in pay leaves to department offices. Each application shall include a statement of the purpose of the leave, a description of the proposed project, the CSU resources, if any, necessary to carry it out and a statement of the time requested. Difference in pay leaves are funded from the departmental salary allocation, so there is no set quota that may be granted. Difference in pay leaves are reviewed on a flexible calendar, though sufficient lead-time for planning is essential. An application may be submitted at any time during the academic year. It will be reviewed by the department chair in terms of the impact of the faculty member's absence on departmental programs and department committee for proposal content. Within three weeks the application is forwarded to the College Dean. The application is forwarded to the President via the Office of Faculty Affairs. Refer to S96-8 for more details on campus procedures.	Faculty unit employees shall submit an application for a sabbatical leave to the department chair. Each application shall include a statement of the purpose of the sabbatical, a description of the proposed project and the CSU resources, if any, necessary to carry it out, and a statement of the time requested, which shall not exceed one (1) year. A limited number of sabbatical leaves are awarded from each college, so they are competitively reviewed. Sabbatical leaves are reviewed according to a schedule of deadlines set each year by the Office of Faculty Affairs. Typically, the applications are due in early September and proceed through a series of reviews by departmental committee, department chair, college committee, and dean, with opportunities for response by the applicant between each level of recommendation. The President's decisions are announced by the end of the fall semester. Refer to S92-8 for more details on campus procedures.

ADDITIONAL OR OUTSIDE EMPLOYMENT	As per the Agreement (Section 28.14) “[a] faculty unit employee granted a difference in pay leave shall not accept additional and/or outside employment without prior approval of the President. If any remuneration other than University salary is anticipated, full details must be included in the application. Faculty members who wish to work rather than carry out provisions of the difference in pay leave requirements must request permission to go on leave without pay. A faculty unit employee granted a difference in pay leave might be required by the President to provide verification that the conditions of the leave were met. The statement of verification shall be provided to the President and Department Leave Committee.	The Agreement (Section 27.15) states that faculty unit employees on sabbatical leave “shall not accept additional and/or outside employment without prior approval of the President. If any remuneration other than University salary is anticipated, full details must be included in the application. Faculty members who wish to work rather than carry out provisions of the sabbatical leave requirements must request permission to go on leave without pay. A faculty unit employee granted a sabbatical leave might be required by the President to provide verification that the conditions of the leave were met. The statement of verification shall be provided to the President and College Leave Committee.
BENEFITS	The Agreement (Article 28.12 and 28.13) states that “[a] faculty unit employee on a difference in pay leave shall be considered in work status and shall receive health, dental, and appropriate fringe benefits provided by the CSU in the same manner as if he/she were not on a difference in pay leave. A faculty unit employee on a difference in pay leave shall be entitled to accrue sick leave, vacation, and service credit toward merit salary adjustment eligibility, eligibility toward promotion, if applicable, and seniority credit.”	The Agreement (Article 27.13 and 27.14) state that “[a] faculty unit employee on sabbatical leave shall be considered in work status and shall receive health, dental and appropriate fringe benefits provided by the CSU in the same manner as if he/she were not on sabbatical leave.” and “[a] faculty unit employee on sabbatical leave shall be entitled to accrue sick leave, vacation, and service credit toward merit salary adjustment eligibility, eligibility toward promotion, if applicable, and seniority credit.”
CONDITIONS	The estimate of any additional remuneration for the project that is required as part of the application does not constitute a formal request to the President, via the AVP/FA for any additional and/or outside employment planned during the period of the leave. Approval is not automatic.	The estimate of any additional remuneration for the project that is required as part of the application does not constitute a formal request to the President, via the AVP/FA for any additional and/or outside employment planned during the period of the leave. Approval is not automatic.
INDEMNIFICATION	Per Section 28.11 final approval of a difference in pay leave shall not be granted until the applicant has filed with the Faculty Affairs Office a suitable bond or an accepted statement of assets that are at least equal to the amount of salary paid during the period of leave. The guarantee shall indemnify the State of California against loss in the event the employee fails to render the required service in the CSU following return of the employee from the difference in pay leave.	Per Section 27.9, an applicant must file “a suitable bond or an accepted statement of assets (not including PERS holdings) and/or promissory note that is individually or collectively at least equal to the amount of salary paid during leave. The guarantee posted shall indemnify the State of California against loss in the event the employee fails to render the required service in the CSU following return of the employee from the sabbatical.” The bond or promissory note shall be filed with the AVP/FA Office upon notification that the sabbatical leave has been approved by the President.
ANIMAL CARE AND HUMAN SUBJECTS CLEARANCE	Applicants whose difference in pay projects include research on animal or human subjects must include the approval of the Institutional Animal Care and Use Committee (IACUC) or the Institutional Review Board-Human Subjects (IRB-HS) with their applications, because campus policies (S79-18, S87-3) mandate clearance for all such research sponsored or funded by the University. The applicant must initiate the process for seeking approval from IACUC or IRB-HS and must forward the clearance to the Dean’s Office. Protocol forms for human subjects clearance may be obtained from the Graduate Studies Office (9 th Street Student Service Center in 10 th Street Garage, 924-2480). Protocol forms for approval of the animals research are available at the University Animal Facility Office (DH 244, 924-4923). Applicants are advised to check with these offices if they have questions about whether clearance is necessary.	Applicants whose sabbatical projects include research on animal or human subjects must include the approval of the Institutional Animal Care and Use Committee (IACUC) or the Institutional Review Board-Human Subjects (IRB-HS) with their applications, because campus policies (S79-18, S87-3) mandate clearance for all such research sponsored or funded by the University. The applicant must initiate the process for seeking approval from IACUC or IRB-HS and must forward the clearance to the Dean’s Office. Protocol forms for human subjects clearance may be obtained from the Graduate Studies Office ((9 th Street Student Service Center in 10 th Street Garage, 924-2480). Protocol forms for approval of the animals research are available at the University Animal Facility Office (DH 244, 924-4923). Applicants are advised to check with these offices if they have questions about whether clearance is necessary.
FINAL REPORT	Within six weeks after returning to service at San Jose State University, the faculty member shall submit a written report to the department professional leaves committee, and to the President via the Office of Faculty Affairs. In addition, faculty members returning from leave are encouraged to present the results of the difference in pay leave at departmental, college or university forums.	Within six weeks after returning to service at San Jose State University, the faculty member shall submit a written report to the department professional leaves committee, and to the President via the Office of Faculty Affairs. In addition, faculty members returning from leave are encouraged to present the results of the sabbatical leave at departmental, college or university forums.

I have reviewed the paragraphs above. I understand the regulations and agree to the conditions if my leave request is granted. I am an applicant for:

☐ **Sabbatical** ☐ **Difference in Pay**

Name		Signature		Date	
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