



UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

SECTION:	Human Resources	Number:	201.30-2
SUBJECT:	Sabbatical Leave	Revised:	01/04/09
APPLIES TO:	Regular Instructional Staff (Professorial Ranks Only)	Date Issued:	01/04/13
ISSUED BY:	Office of the Provost and Executive Vice President for Academic Affairs		
		Review Date:	01/04/13
		Attachment(s)	0

I. Policy

Sabbatical leaves of absence may be granted to provide the staff member an opportunity for an intensive program of research and/or study, thus enhancing his effectiveness to the University as a teacher and scholar.

II. Regulations and Definitions

A. Eligibility

Members of the regular instructional staff who have completed six years of service in regular professorial ranks at the University are eligible for a sabbatical leave.

B. Duration and Compensation

1. A sabbatical leave may be granted for an entire annual appointment period or for one-half of the annual appointment period. The annual appointment period is defined as either a twelve-month or a University-year period.
2. The staff member granted a sabbatical leave for the entire appointment period shall receive one-half of the staff member's regular salary. A sabbatical leave granted for one-half of the annual appointment period provides regular salary.

C. Extra Compensation During Sabbatical Leave

1. A member of the professorial staff on sabbatical leave shall not render service for compensation in the University or another institution or enterprise. This does not preclude, however, the acceptance of a fellowship or other assistance in research. In each such case the source of additional funds and the fact that their use materially aids the planned research program of the staff member shall be fully set forth in the request for sabbatical leave, or if not known at that time, prior to the effective date of the sabbatical leave.
2. Compensation received from acceptance of a fellowship or other assistance in research including the sabbatical leave salary may not exceed the regular salary of the staff member.

D. Application for Sabbatical Leave

Application for sabbatical leave shall be made in writing and submitted to the Dean of the unit concerned not later than February 1 preceding the appointment year within which the leave is desired.



UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

The application must be accompanied by a statement of a well-considered plan for the sabbatical which includes its significance as a contribution to the professional effectiveness of the applicant and the best interest of the University.

E. Completion of Sabbatical

1. Upon completion of the sabbatical leave, the recipient shall submit a report of the results of the leave within 90 days following return from leave. The report shall be submitted to the chairman who will acknowledge receipt of the report (via memo) and forward a copy of the acknowledgment memo to the dean and to HR Records & Information Services. (In some instances, the dean's office may require a copy of the report) The report shall include:
 - a) An account of activities during the leave, including travel itineraries, institutions visited and persons consulted.
 - b) A statement of progress made on the sabbatical leave program as proposed in the application and an explanation of any significant changes made in the program.
 - c) An appraisal of the relationship between the results obtained and those anticipated in the sabbatical leave program statement.
2. A staff member granted a sabbatical leave is required to return to the University for a period of at least one year following the completion of the sabbatical leave.

F. Determination of Years of Service

1. Years of service determined by the number of annual appointment periods (i.e., six 12-month appointments, six University-year appointments, or a combination of both totaling six).
2. Leaves of absence without salary are not considered in determining years of service applicable toward the sabbatical eligibility requirement.
3. Leaves of absence with salary (e.g., sick leave) are considered in determining years of service.

G. Health and Life Insurance

Subject to, and consistent with the Group Health Insurance Plans (Blue Cross, Blue Shield, Major Medical) and the Group Life Insurance Plan, coverage will be continued during a sabbatical leave of absence, unless specifically canceled by the staff member through visiting or writing the Benefits Office.

H. Retirement Plan (TIAA-CREF and Fidelity Investments)

For each month the staff member receives full pay, retirement plan contributions will continue at the full salary rate. For each month in which the pay received is one-half of the staff member's full salary, contributions will continue based on the one-half full salary rate.



UNIVERSITY OF MICHIGAN
STANDARD PRACTICE GUIDE

I. Disability Plan

Disability plan protection will continue during sabbatical leave.

J. Sick Leave Plan

Sick leave plan benefits will continue during sabbatical leave.

K. Vacation

Staff members are not eligible for vacation allowance during the sabbatical leave.

L. Retirement Furlough Eligibility

In order to be eligible for a retirement furlough, an individual must not have taken a sabbatical leave during the four years preceding the beginning date of the retirement furlough.

III. Procedure

A. Request for Sabbatical Leave

RESPONSIBILITY

ACTION

Staff Member

1. Submit request using form at <http://www.hr.umich.edu/hrris/forms/pdfs/Form%20J3.pdf> to appropriate Dean through the Chairman not later than February 1, preceding appointment year within which leave is desired (see II-D).

Chairman and Dean

2. Review request to determine eligibility and appropriateness.
3. If approved, forward request to HR Records & Information Services by March 1, preceding appointment year within which the leave is desired.

HR Records & Information Services

4. Review request and forward letter of approval to Office of the Executive Vice-President for Academic Affairs for signature.

Office of the Executive Vice-President for Academic Affairs

5. Approve request, sign, and return letter to Staff for Academic Affairs Records.

HR Records & Information Services

6. Forward letter of approval to staff member with copies to appropriate units.



UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

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| Chairman and Dean | 7. | Complete and forward Form C thirty days prior to effective date of sabbatical leave to HR Records & Information Services. |
| HR Records & Information Services | | Process Form C and distribute notice of appointment to appropriate departments and staff member. Give staff member notification of benefit continuation requirements. |
| Staff Member | 9. | Prior to effective date of sabbatical leave, notify Payroll Department regarding retirement contributions (See H). |
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B. Return from Sabbatical Leave | | |
| Staff Member | 1. | Submit to the Chairman a full report of the results of the leave within 90 days following return from leave. |
| Chairman | 2. | Acknowledge receipt of the report and send copies of acknowledgment to the Dean and to HR Records & Information Services. |
| HR Records & Information Services | 3. | Maintain letter of acknowledgment of receipt of sabbatical report in staff member's personnel file. |