

MSP/FSU 2007-2010 Contract Proposal

One Semester Research Leave with Pay after the 4.2 Evaluation

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MSP/FSU believes that the university can promote its research mission, support its junior faculty who face increasing expectations to earn tenure, enhance its ability to attract and retain outstanding faculty, if it offers a semester of research leave after the 4.2 evaluation.

As with the full-year sabbatical proposal, a leave after 3 or 4 years is common at our peer institutions, including one of our won UMass campuses. Here are a few examples.

Rutgers: Tenure-track assistant professors are eligible for a one-semester sabbatical at full salary after 6 semesters.

University of Illinois, Urbana-Champaign: After three years, faculty are eligible for a one semester at $\frac{1}{2}$ salary leave; after four years, they are eligible for one semester at $\frac{2}{3}$ salary.

University of California-Berkeley: Faculty accrue credits toward sabbatical leave. After 3 years, a faculty member could take a semester leave at 67% of pay; after the 4 and a half years, a semester at full pay.

University of Massachusetts-Lowell policy: untenured faculty are eligible for a one-semester, full-pay leave between the third and sixth year.