

**UNIVERSITY OF ILLINOIS
CHICAGO SENATE**

(Second Reading Action Item, March 14, 2024 Senate Meeting)

**Proposed Revisions to the *Statutes*, Article IX, Section 7a – Sabbatical Leaves and Unpaid Leaves of
Absence for Members of the Faculty****BACKGROUND:**

The number and proportion of academic staff ineligible for tenure has risen steadily in the U of I System and nationally, yet these individuals, who engage in teaching, research, and service, are not eligible to apply for sabbatical leave with pay, despite many spending their entire careers as faculty at a U of I campus. As sabbatical leaves are “given to members of the faculty primarily for the purpose of enabling them to acquire additional knowledge and competency in their respective fields” (Article IX, Section 7e), there is no statutory connection between sabbatical leaves with pay and tenure status. Currently, sabbatical leave with pay is not guaranteed to any faculty member; therefore, this *Statute* revision would extend the eligibility to *apply* for sabbatical leave with pay to faculty ineligible for tenure.

RECOMMENDATION:

The Ad Hoc Committee on Bylaws and *Statutes* recommends approval of the following revisions to the *Statutes*: Article IX, Section 7a. Text to be deleted is ~~struck through~~ and text to be added is underlined.

**Section 7. Sabbatical Leaves and Unpaid Leaves of Absence
for Members of the Faculty**

a. On the recommendation of the head or chair of a department with the concurrence of the dean of the college or on recommendation of the dean or director of an independent university unit and subject to approval by the chancellor/vice president, the president, and the Board of Trustees, a member of the faculty who has the rank of professor, associate professor, or assistant professor, or the rank of professor, associate professor, or assistant professor modified by “teaching,” “research,” or “clinical,” or the rank of instructor or lecturer with or without “senior” modification and who has served the University of Illinois System for the periods indicated below on full-time appointment ~~as an assistant professor or in higher rank~~ since the faculty member’s original appointment or since the

termination of that faculty member's last leave on salary is eligible to apply for and may be granted a sabbatical leave of absence with pay for the purpose of study, research, or other pursuit, the object of which is to increase the faculty member's usefulness to the system. The following options are available:

- (1)** After completion of eight appointment years of full-time service: Two semesters at 2/3 salary

Or

One semester at full salary

- (2)** After completion of six appointment years of full-time service:

Two semesters at ½ salary

Or

One semester at full salary

- (3) After completion of three or four appointment years of full-time service, in cases where the interest of the department and the University of Illinois System would clearly be served thereby, and provided that granting of leave does not involve expense to the system in excess of the portion of salary which is released in consequence of taking such leave, the following options are available:

After three years: One semester at $\frac{1}{2}$ salary

After four years: One semester at $\frac{2}{3}$ salary

- (4) Faculty on “Y” (11 month) appointments may be granted sabbatical leaves, subject to the other general conditions of this section as follows: After completion of nine years of full-time service, three-fourths of an appointment year at full pay; after completion of eight years of full-time service, one appointment year at two-thirds pay or two-thirds of an appointment year at full pay; after completion of six years of full-time service, one appointment year at half pay or one-half appointment year at full pay; after completion of four years, one-half appointment year at two-thirds pay; after completion of three years, one-half appointment year at half pay or one-fourth appointment year at full pay.