

SABBATICAL LEAVE POLICY

HASTINGS COLLEGE OF THE LAW

At its December, 1983 meeting, The Board of Directors at Hastings College of the Law adopted the following amendment to Article VI.2 (e) of the Standing Orders:

SUBJECT TO THE AVAILABILITY OF FUNDING, SABBATICAL LEAVES MAY BE GRANTED BY THE BOARD OF DIRECTORS, UPON RECOMMENDATION OF THE DEAN, TO MEMBERS OF THE FULL-TIME FACULTY FOLLOWING A PRESCRIBED PERIOD OF SERVICE IN THE COLLEGE.

SABBATICAL LEAVES ARE GRANTED TO ENABLE RECIPIENTS TO BE ENGAGED IN INTENSIVE PROGRAMS OF RESEARCH AND/OR STUDY, THUS TO BECOME MORE EFFECTIVE TEACHERS AND SCHOLARS AND TO ENHANCE THEIR SERVICES TO THE COLLEGE.

A REGULAR FULL-TIME FACULTY MEMBER OF THE COLLEGE MAY BE CONSIDERED FOR A SABBATICAL LEAVE OF ABSENCE AFTER SIX (6) YEARS OF SERVICE. THE SABBATICAL LEAVE OF ABSENCE MAY BE ONE SEMESTER LEAVE AT FULL SALARY OR ONE YEAR'S LEAVE AT TWO-THIRDS SALARY.

A SABBATICAL LEAVE WILL EXTINGUISH ONLY THE YEARS OF SERVICE REQUIRED TO EARN SUCH A LEAVE. ANY ADDITIONAL YEARS OF SERVICE WILL BE CREDITED TOWARD ELIGIBILITY FOR A FUTURE SABBATICAL LEAVE. YEARS OF SERVICE SHALL INCLUDE THE TIME A FACULTY MEMBER IS ON A VISITING APPOINTMENT TO THE COLLEGE PRIOR TO APPOINTMENT TO A PERMANENT TENURED OR TENURE-TRACK POSITION.

A SABBATICAL LEAVE OF ABSENCE WILL BE GRANTED ONLY AFTER THE FACULTY MEMBER'S PROPOSED ACTIVITY HAS BEEN APPROVED BY THE ACADEMIC DEAN AND WITH THE UNDERSTANDING THAT THE RECIPIENT, FOLLOWING THE LEAVE, WILL SUBMIT A WRITTEN REPORT ON HIS OR HER SABBATICAL ACCOMPLISHMENTS AND CONTINUE SERVICE AT THE COLLEGE FOR A PERIOD AT LEAST EQUAL TO THE PERIOD OF THE LEAVE, UNLESS OTHERWISE SPECIFICALLY APPROVED BY THE BOARD.

Academic Dean's Office
9/1/96