

ADMINISTRATION Package Proposal: Appendix C and Article 27.3.3(h)

Appendix C Sabbatical Policy

7. Recipients of a sabbatical leave must return to duty for at least one year of service immediately following the expiration of the leave. Postponement of the required return may be approved by the Chancellor, with the concurrence of the President, when there are sound reasons for doing so and when the faculty member has acknowledged in writing that his or her obligation to return for a full year of service remains in effect; all such postponements will be reported to the Board of Trustees. Failure to return will obligate the member to refund the salary received during the sabbatical leave, unless an exception is made by the Board of Trustees. This obligation to return or refund the sabbatical salary shall be waived in the case of a sabbatical recipient who dies before the return is completed.

In extraordinary circumstances, and upon recommendation by the relevant Dean, the Provost may waive one or both of the semesters of the return obligation for a faculty member who demonstrates a compelling reason to retire before completing the required post-sabbatical service. Such waivers may be granted, to cite one example, in anticipation that the faculty member's scholarship will continue to redound to the university's reputation even after the faculty member's retirement. Such waivers will be finalized upon submission by the faculty member of an irrevocable letter of resignation.

Article 27.3.3(h)

Fitness for Duty. Upon return to work following sick leave in excess of five consecutive working days, the Administration may require a ~~physical-medical~~ examination to determine the bargaining unit member's fitness to perform his/her duties. If evidence is presented to the Administration that suggests that an active bargaining unit member may be unfit to perform his/her duties due to a medical condition, the University Administration may also require a medical examination to determine his/her fitness to perform his/her duties. At such examination(s), the bargaining unit member may, if he/she so desires, be represented by a ~~physician~~ medical specialist of his/her own selection.