

### **Sabbatical Leaves and Leaves Without Pay for Tenure-track Faculty Members in Liberal Arts**

Sabbatical leaves are granted to tenured faculty members after twelve semesters of full-time service. Leave of Absence applications are found on the College of Liberal Arts web site.

If a faculty member delays a sabbatical leave for a programmatic reason, but expects to take his/her next sabbatical "on time," that request must be made to Dean Fuld. The faculty member and the chair should keep a copy of the Dean's written response.

Do you need to apply for a leave without pay?

1. If you receive Center for the Humanities Fellowships, Faculty Scholar awards, and other internal funding, **these are not considered leaves of absence**. The faculty member does not need to fill out an application for a leave without pay; think of this type of internal funding as simply "course buyouts." The funding goes directly to the College of Liberal Arts. The faculty member stays on the payroll and continues to receive regular pay and benefits.

Please notify Peg Kirkpatrick in the Dean's Office of such awards; she tracks course releases and will notify the BSC to initiate the transfer of funds to the College.

The faculty member is normally expected to continue to advise students and fulfill service expectations unless the chair agrees to reduce these responsibilities.

These do **not** stop the sabbatical clock; you remain on schedule for your next leave.

2. If you receive external fellowships such as NEH awards and others:  
Under current College policy, **the faculty member does not need to take a leave without pay** (and does not need to fill out an application) in order to accept this funding **if these conditions apply**:
  - a. Funding must be sufficient to cover buyouts of his/her courses (1/8 of full salary *per course* plus full fringe benefits). Angele Cook in the COLA Business Services Center can help you calculate this. In addition, funding must also be sufficient to cover all other costs associated with the fellowship (e.g., institutional commitment to additional funding of such expenses as travel, summer stipend, equipment, etc.). If these funding conditions are not met, the Dean's approval is required.
  - b. The organization granting the funds must be willing to pay the grant directly to UNH. Susan Sosa, our contact in the Office of Sponsored Research, can help you determine if the organization you are applying to will pay the grant to UNH.
  - c. The faculty member must work with the Office of Sponsored Research during the application process. Susan Sosa will help you to budget properly; she also is aware of problematic grant conditions, such as intellectual property questions.

This arrangement does **not** stop the sabbatical clock; you remain on schedule for your next leave.

3. If your leave is not supported by internal or external funding (see #1 or #2 above), then you should fill out an application for a leave without pay. A leave without pay **does** stop the sabbatical clock; your next leave will be delayed.

Please direct questions about leaves to Mary Rhiel in the Dean's Office.

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