

UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

January 10, 2024

Sabbaticals and Professional Development Leave

I. Sabbatical Leave

1. Tenured Associate Professors, Tenured Professors, and bargaining unit library faculty who have been granted expectation of continued employment, with at least twelve (12) terms of full-time service, exclusive of time spent on leave, shall be eligible for sabbatical leaves in accordance with University Policy AC 58.
2. The terms and conditions of sabbatical leave, including the process for requesting a sabbatical leave and any requirements upon return, are set forth in University Policy and Procedure AC 58.
3. The granting of a sabbatical leave is a decision involving academic matters and depends on the school's, regional campus's or department's ability to maintain necessary teaching schedules.
4. Where a bargaining unit faculty member has met the eligibility requirements for a sabbatical leave, and there is a delay in the start of such leave due to a decision by the University, the faculty member will continue to accrue time towards the next sabbatical leave.

II. Paid Professional Development Leave

1. Full-time appointment stream bargaining unit faculty members with at least twelve (12) terms of full-time service, exclusive of time spent on leave, shall be eligible for a one (1) term paid professional development leave.
2. The process for requesting a professional development leave (including timelines for submission) is the same as the process for requesting a sabbatical leave, as set forth in University Policy and Procedure AC 58.
3. Applications for professional development leave shall include a written proposal describing a specific professional development project, including the relevance of the project to the bargaining unit faculty member's job duties and/or area(s) of scholarship or research.
4. The granting of a professional development leave is a decision involving academic matters and may be denied at the discretion of the Employer. The

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Employer shall award no more than fifty (50) professional development leaves in an academic year. In no case shall the Employer be required to grant the total number of allotted professional development leaves in any given academic year. The Employer reserves the right to determine the number of professional development leaves granted each semester or term.

5. Bargaining unit faculty members who are granted a professional development leave must return for at least one (1) full term following their leave. A bargaining unit faculty member who does not return to the University for at least one (1) full term following their leave shall be liable for full reimbursement of the compensation that was paid during the professional development leave. Bargaining unit faculty members required to reimburse the University pursuant to this Paragraph may request a repayment plan, and the Employer agrees to work with the bargaining unit faculty member to develop a repayment plan upon such request.
6. Bargaining unit faculty members returning from professional development leave shall file a report summarizing their activities and indicating the extent to which the purposes of the leave described in the proposal were achieved with their Dean or Regional Campus President, and the Office of the Provost, within one (1) term of returning from leave. Failure to comply with this requirement will result in the bargaining unit faculty member's ineligibility for future leaves pursuant to this Section.
7. The parties understand and acknowledge that the professional development leave provided for in this Section is a new program and will go into effect in the 2025-2026 academic year. Inclusion and scope of this leave in future collective bargaining agreements shall be dependent on and informed by the Employer's assessment of the effectiveness of the program during the term of this Agreement based on the reports submitted by participating bargaining unit faculty members and relevant educational, service and/or research outcomes related to the bargaining unit faculty member's leave project.

III. Unpaid Leave for Professional Enhancement

1. Full-time bargaining unit faculty members may request up to one (1) academic year of unpaid leave for the purpose of professional enhancement in accordance with University Policy AC 24.
2. Full-time bargaining unit faculty members may continue their health insurance, dental and vision coverage during an unpaid leave for professional enhancement, and are responsible for paying their share of the premium for any benefit they choose to continue. If the bargaining unit faculty member terminates coverage during an unpaid leave for professional enhancement, they must submit the

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appropriate enrollment forms to the Benefits Department to reactivate participation within sixty (60) days after their return date from leave.

3. During unpaid leave for professional enhancement, all Employer contributions toward retirement are suspended.
4. When a tenure-stream faculty member is granted a leave of absence, the term of the probationary appointment may be extended and the period of the leave will not be counted as part of the probationary period of service.

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