

April 27, 2022

TO: Members of the Board of Trustees

FROM: Carl W. Lejuez, Ph.D.
Provost and Executive Vice President for Academic Affairs



RE: Proposed Changes to the *By-Laws of the University of Connecticut*

RECOMMENDATION:

That the Board of Trustees amend the By-Laws of the University of Connecticut, Article XIV.L – Leaves of Absence.

BACKGROUND:

The *By-Laws of the University of Connecticut* may be amended at any regular meeting of the Board by a recorded majority of all members of the Board provided that notice of any proposed amendment, including a draft thereof, shall have been given at a previous regular meeting. Such notice and the resolution calling for the described amendments to be acted upon at one of the next three meetings of the Board was given at the meeting dated March 30, 2022.

The recommended changes to Article XIV.L – Leaves of Absence clarify sabbatical effort and the administration of additional pay for sabbaticals taken at half pay for a full year. These changes do not alter existing practice in this area; rather, these changes direct faculty to different policies for greater applicable detail.

For the information of the Board, also attached is the original language of Article XIV.L, with indications of the proposed amendments.

Section XIV.L. Leaves of Absence

(Deleted items struck through, new language underlined)

1. Sabbatical Leaves

- c. All sabbatical leaves, regardless of whether they are at full or reduced pay, are considered regular full-time active service to the University. Any compensation the faculty member will receive during a sabbatical must be addressed through applicable University policies. ~~Sabbatical leave, whether at full or reduced pay, is considered full-time service, and therefore, persons on sabbatical leave are not permitted to engage in paid employment elsewhere. If a staff member is considering an arrangement in which he/she will receive compensation for services from the University and from outside agencies which will together exceed his/her regular University salary, the staff member is expected to take a leave without pay rather than a sabbatical leave.~~