

SABBATICAL AGREEMENT BETWEEN  
THE BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM  
OPERATING AS UNIVERSITY OF WISCONSIN –MILWAUKEE  
AND

\_\_\_\_\_  
(Name of faculty member receiving sabbatical leave)

The Board of Regents of the University of Wisconsin System (Board), operating as the University of Wisconsin - Milwaukee (“Institution”), grants \_\_\_\_\_ (“Faculty Member”) sabbatical leave, pursuant to Wis. Stats. 36.11(17), and implementing Board and institutional policies, for the period \_\_\_\_\_, subject to the following conditions, and any other campus specific policies and conditions included as an addendum to this agreement, which are hereby acknowledged and agreed to by Faculty Member:

1. **Sabbatical Leave.** Sabbatical leave is for the purpose of enhancing teaching, course and curriculum development, or conducting research, or any other scholarly activities related to instructional programs within Faculty Member’s field of expertise. Faculty Member may not use the sabbatical leave to accept other paid employment during the period of the leave, except as follows: \_\_\_\_\_, which is expressly stipulated as a condition of the sabbatical leave. Any compensation received in connection with such paid employment is subject to paragraph 3 below.
2. **Administration of Sabbatical Leave.** Institution reports earnings, creditable service, leave benefits and contributions to the Wisconsin Retirement System at the full-time rate, based on the rate of pay in effect immediately prior to the beginning of the sabbatical. Leave benefits will also continue to accrue at the rate in effect immediately prior to the sabbatical. Faculty Member shall submit a leave statement to Institution’s Human Resources Department for each month of the sabbatical leave according to Institution’s administrative policies
3. **Compensation.** Faculty Member may receive and is encouraged to seek supplementary grants or other awards while on sabbatical leave, but such compensation when combined with the amount of institutional compensation, shall not exceed the full compensation normally received from their institution for that period. Faculty Member shall specify all grants or other awards applied for in the application for the sabbatical program. Such additional grants or awards may be received by Faculty Member only if the conditions for accepting the additional resources do not interfere with the stated purposes of Faculty Member’s sabbatical program. However, Faculty Member may seek additional support specifically for travel or unusual living expenses incident to the sabbatical program without restriction by the full-compensation maximum
4. **Return to Institution.** Faculty Member shall return to Institution for at least one academic year of full-time service after the termination of the sabbatical, or repay any compensation (salary, plus the University’s share of fringe benefits) received from Institution during the sabbatical.
5. **Written Report.** Faculty Member must submit a written report in accordance with the process and format established by the institution outlining his/her accomplishments during the leave and include an accounting of all compensation received while on sabbatical in accordance with #3. above, on the attached form within three months of returning to Institution. These reports are to be filed and maintained in the Vice Chancellor’s Office and be available upon request.
6. **Sabbatical Leave.** Faculty Member acknowledges that sabbatical leave is subject to Wis. Stat. 36.11(17), and implementing Board and Institution policies, copies of which have been provided to Faculty Member. Copies of the polices are available at <http://www.uwm.edu/academicaffairs/facultystaff/policies/sabbatical-guidelines/>

**7. Acknowledgment.** In signing this Agreement, Faculty Member acknowledges and agrees:

- a. That he/she has read this Agreement, and any applicable campus specific addendum and fully understands the terms and conditions hereof, which are contractual and not a mere recital;
- b. That he/she has not relied on any statement or representation made by or on behalf of the Board or Institution other than as set forth herein, but wholly upon his/her own judgment, belief, and knowledge and the advice of any other advisers, including any attorney or tax professional he/she may have consulted; and
- c. That he/she is voluntarily signing this Agreement with full knowledge as to its meaning and consequences.

Signatures:

\_\_\_\_\_  
Faculty Member

Date: \_\_\_\_\_

\_\_\_\_\_  
Provost and Vice Chancellor, Academic Affairs

Date: \_\_\_\_\_