

November 15 – 16, 2007

ITEM 137-103-R1107

**Revisions to Montana Board of Regents' Policy 801.1,  
Sabbatical assignment**

**THAT:**

The Board of Regents of Higher Education approves the suggested revisions to the above-referenced policy in order to clarify eligibility for sabbaticals in the Montana University System. The suggested revisions are attached to this Item page.

**EXPLANATION:**

The current policy concerning sabbaticals has caused some confusion on the campuses. Some campuses read the eligibility language, under Section 1 of Board Policy, to mean that employees can include the year during which a sabbatical was taken to come up with the seven-year eligibility requirement. Other campuses interpret Section 1 to mean that employees are only eligible for sabbatical after seven (7) years without a sabbatical.

The proposed revision establishes the first interpretation as the eligibility standard. That interpretation was selected because:

- it is the customary practice throughout the United States.
- since the marketplace for recruitment of quality faculty is the entire United States and often the world, a competitive sabbatical rule is a very important employee benefit for the Montana University System.
- the policy contains sufficient safeguards, including budget limitations and appropriate use of the sabbatical benefit, to protect campuses that may not be able to grant sabbatical leave to employees every seventh year of their employment.

**ATTACHMENT:**

Policy 801.1