

## CUASA Sabbaticals in Comparison

**September 13, 2012**

Sabbaticals are an important part of the professional development of all CUASA employees. They allow us to bring to fruition research projects that are hard to complete with a busy teaching schedule, to learn new skills that are beneficial to the institution and to develop as scholars in ways that enhance our role in the university. We are very pleased that instructors and librarians will finally receive the benefit of 100% pay first sabbatical—a benefit that newer faculty members have enjoyed for a long time.

But the second sabbaticals at 80% for 12 months and 70% for 6 months are simply out of step with the rest of Ontario universities. Such low rates of pay make it very difficult to afford a sabbatical especially for single income members. In the past, some CUASA members have declined taking a sabbatical because they simply cannot afford it. When this happens, the institution is missing out on the renewal of its academic staff. Here is a comparison to second sabbaticals at other Ontario universities

<b>University</b>	<b>12 month</b>	<b>6 month</b>
Algoma University	85%	85%
Brock University	85%	85%
CMC	82.5% or 100%	82.5%
<b>Carleton University</b>	<b>80%</b>	<b>70%</b>
Lakehead University	85%	100%
Laurentian University	85% or 100%	85%
McMaster University	80% or 100%	80%
Nippissing University	85%	85%
Northern Ontario School of Medicine	85%	100%
Queen's University	85% or 100%	85%
Ryerson University	85% to 100%	85% to 100%
University of Toronto	82.5% or 100%	82.5%
Winfred Laurier University	85%	85%
University of Windsor	80% to 100%	80%
York University	82.5%	82.5%

Source: Data provided by OCUFA.