

NEW YORK UNIVERSITY PROPOSAL

TO

CFU-UAW

December 18, 2025

Changes to NYU's 10/31/25 proposal are in **bold** and ~~strike through~~.

PAID PROFESSIONAL DEVELOPMENT LEAVE

1. Preamble

1.1. The parties understand and acknowledge that the paid professional development leave provided herein for Contract Faculty Members (hereinafter, "Paid Professional Development Leave") is a new leave opportunity and the application process will begin the first academic year after ratification of the Agreement.

2. Purpose of Leave

2.1. The purpose of Paid Professional Development Leave is for an approved Contract Faculty Member to pursue:

2.1.1. pedagogical, curricular, and/or service projects that ~~directly~~ relate to **or further support** their job responsibilities, or

2.1.2. research/scholarship, creative activity, and/or professional activity where such is part of their job responsibilities.

2.2. Paid Professional Development Leave is intended to undertake activities that also benefit the University, including its schools, colleges, departments, programs, and student community.

2.3. Paid Professional Development Leave will not be granted for the purpose of taking regular academic or other employment of pecuniary advantage at NYU or elsewhere. Doing so will constitute grounds for NYU to stop payment of the leave.

3. Eligibility Requirements for Leave

NYU reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to NYU. Any tentative agreements reached between the parties shall remain tentative and subject to the parties' final agreement on a collective bargaining agreement and ratification by the CFU-UAW bargaining unit membership.

3.1. Contract Faculty Members who have completed at least six (6) consecutive years of employment as a ~~Contract Faculty Member~~ **full-time continuing contract faculty member**¹ at NYU shall be eligible to apply for one Paid Professional Development Leave.

3.1.1. A Contract Faculty Member who receives Paid Professional Development Leave shall be eligible to apply for another Paid Professional Development Leave after six (6) subsequent consecutive years of employment as a ~~Contract Faculty Member~~ **full-time continuing contract faculty member at NYU**.

3.2. Contract Faculty Members shall have satisfactory performance to be eligible for Paid Professional Development Leave.

3.3. Paid Professional Development Leave shall meet the objectives of the leave as set forth in this Article.

3.4. Contract Faculty Members ~~at schools or colleges that offer~~ **who are eligible for sabbaticals at the Gallatin School of Individualized Study or the Tisch School of the Arts** ~~to Contract Faculty Members~~ are ineligible for Paid Professional Development Leave.

4. Terms and Conditions for Leave

4.1. The granting of Paid Professional Development Leave is a decision involving academic matters at the sole discretion of NYU.

4.2. Paid Professional Development Leave shall be for a single semester (fall or spring for Contract Faculty Members on 9-month **faculty** appointments and fall, spring, or summer for Contract Faculty Members on 12-month **faculty** appointments) at full base pay for their faculty position.

4.2.1. Where a grant directly pays for a Contract Faculty Member's base salary, NYU will pay the difference, if any, up to 100% of the Contract Faculty Member's base pay while on Paid Professional Development Leave.

¹ For purposes of meeting the eligibility requirements in this Article, NYU will count any period of employment during which a Contract Faculty Member was previously excluded from the bargaining unit under Article I(A)(2)-(3) of the Agreement.

- 4.3. Up to ~~ten (10)~~ **fifteen (15)** Paid Professional Development Leaves will be granted to Contract Faculty Members each academic year, provided that the Contract Faculty Members satisfy the terms and conditions in this Article.
- 4.4. Paid Professional Development Leave constitutes a leave from the Contract Faculty Member's employment with NYU. Accordingly, the Contract Faculty Member is relieved of performing all of their job responsibilities, including teaching, service, and any other job responsibilities, for the duration of the Paid Professional Development Leave. **NYU shall be responsible for providing coverage for a Contract Faculty Member's courses and other duties during the leave.**
- 4.5. **When on Paid Professional Development Leave, the Contract Faculty Member shall continue to be eligible for applicable benefits on the same terms and conditions as would otherwise apply had they been performing their standard workload during that time.**
- 4.6. Paid Professional Development Leaves are granted on the assumption that colleagues and students will benefit from the project completed by the Contract Faculty Member. Accordingly, Contract Faculty Members who are granted Paid Professional Development Leave must return for at least one (1) full semester following their leave, with the exception of a Contract Faculty Member who retires at the end of the Paid Professional Development Leave. **Upon return from a Paid Professional Development Leave, the base salary of the Contract Faculty Member's faculty position will be the base salary at the time of leave plus any applicable annual increase(s) under Article X [Compensation].**
- 4.7. Contract Faculty Members returning from Paid Professional Development Leave shall submit a report to their Dean or equivalent, with copy to their Department Chair or equivalent, summarizing their activities and indicating the extent to which the purposes of the Paid Professional Development Leave described in the proposal were achieved, in the first month of the semester they return from leave (for example, in the following September for a Paid Professional Development Leave in the previous spring semester). Failure to submit this report and/or failure to complete the scope of work for the Paid Professional Development Leave will be taken into consideration for purposes of performance and any future Paid Professional Development Leave applications.

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5. Application Process and Timeline

- 5.1. Eligible Contract Faculty Members who seek to apply for a Paid Professional Development Leave must inform their Department Chair or equivalent in writing by ~~September 30~~ **October 15** in the academic year before a Paid Professional Development Leave is sought.
- 5.2. Eligible Contract Faculty Members must apply to the Office of Academic Appointments for Paid Professional Development Leave by ~~October 30~~ **November 15** in the academic year before the proposed Paid Professional Development Leave and include the following materials:
 - 5.2.1. Completed Paid Professional Development Leave Application Form;
 - 5.2.2. A proposal of work that includes:
 - 5.2.2.1.a detailed explanation of the goals and purposes of the project and how they relate to the stated purpose of a Paid Professional Development Leave;
 - 5.2.2.2.a proposed timeline;
 - 5.2.2.3.a description of work that has already been completed on the project (if applicable); and
 - 5.2.2.4.an explanation of collaboration of work on the project (if applicable);
 - 5.2.3. If an external grant has been awarded in support of the project, a copy of the grant award letter, the proposal, and the approved budget; and
 - 5.2.4. the Contract Faculty Member's current CV.
- 5.3. Applications for Paid Professional Development Leaves will be evaluated by NYU based on eligibility of the Contract Faculty Member and on the merits and feasibility of the proposed project or activities.
- 5.4. Paid Professional Development Leave must be approved both by the Department Chair or equivalent and by the Dean or equivalent. Approval for Paid Professional Development Leave will require advance coordination with staffing needs of the department or equivalent. Paid Professional Development Leave must not cause undue disruption to the department or equivalent.

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5.5. Paid Professional Development Leave shall be taken by the successful applicants in the academic year following the approval of their application.

6. Other Leaves

6.1. For avoidance of doubt, nothing herein prohibits schools or colleges from offering other paid professional development opportunities to their Contract Faculty Members. A Contract Faculty Member, however, may not take a professional development leave that comes with full or partial pay and/or course release(s) more frequently than once every six years.

6.2. For avoidance of doubt, ~~nothing herein prohibits schools or colleges that currently offer sabbaticals to Contract Faculty Members (the Gallatin School of Individualized Study and Tisch School of the Arts) from~~ **will continue to offer such sabbaticals to Contract Faculty Members in accordance with the terms and conditions set forth by their respective school, except that Gallatin Contract Faculty Members on Track 2 (as defined in Paragraph 2.4.2 of Article X [Workload]) shall not be eligible for sabbaticals but instead shall be eligible for Paid Professional Development Leave.**

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