

Survey of tenured faculty and retirees on the use of terminal sabbaticals or research leaves prior to retirement

Conducted March/April 2022 by Rutgers AAUP-AFT



Survey responses

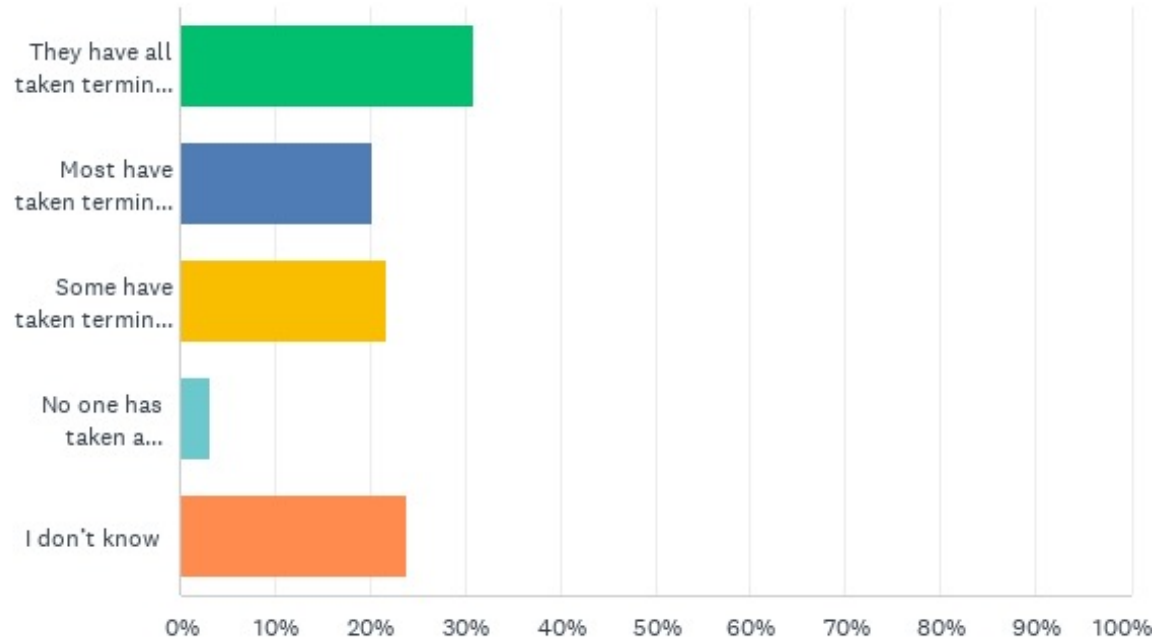
Tenured Faculty: 217

(83 NB, 14 Camden, 13 Newark, 1 other)

Retirees: 35

Which of the following best describes the use of terminal sabbaticals or research leaves by colleagues you are familiar with who have retired?

Answered: 217 Skipped: 0



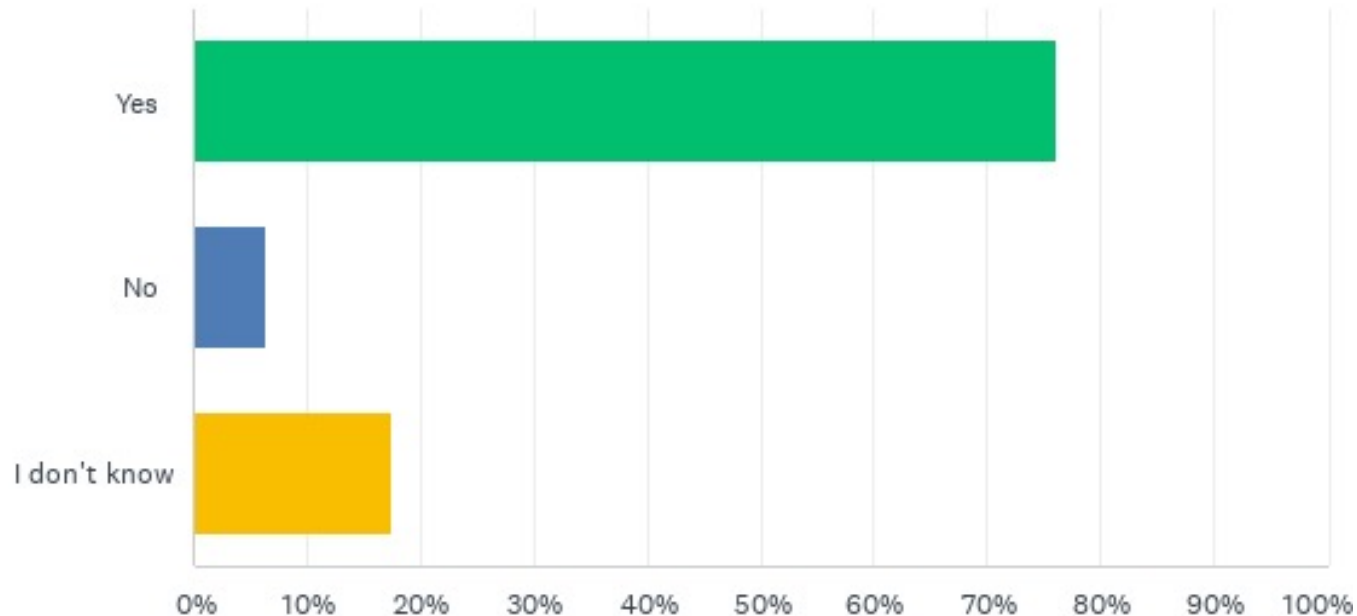
Which of the following best describes the use of terminal sabbaticals or research leaves by colleagues you are familiar with who have retired?

Answered: 217 Skipped: 0

ANSWER CHOICES	RESPONSES	
They have all taken terminal sabbaticals or research leaves.	30.88%	67
Most have taken terminal sabbaticals or research leaves.	20.28%	44
Some have taken terminal sabbaticals or research leaves.	21.66%	47
No one has taken a terminal sabbatical or research leave.	3.23%	7
I don't know	23.96%	52
TOTAL		217

Among faculty expecting to retire in the next 5 years: Are you expecting to take a terminal sabbatical or research leave immediately prior to retirement?

Answered: 63



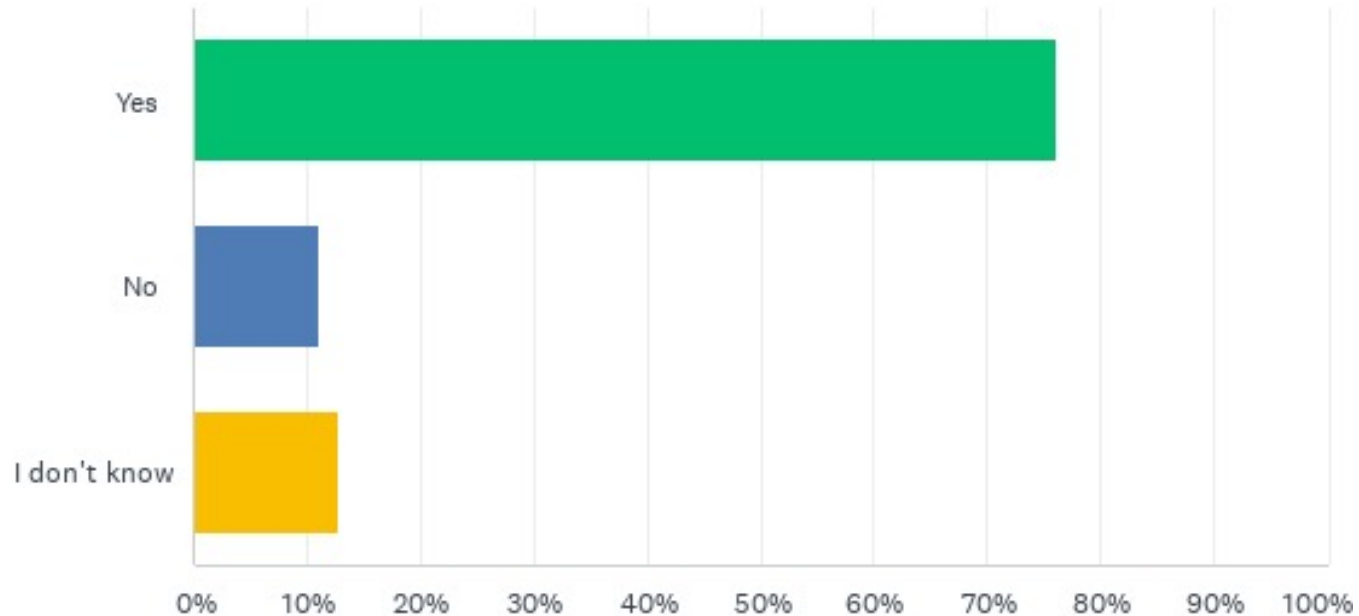
Among faculty expecting to retire in the next 5 years: Are you expecting to take a terminal sabbatical or research leave immediately prior to retirement?

Answered: 63

ANSWER CHOICES	RESPONSES	
Yes	76.19%	48
No	6.35%	4
I don't know	17.46%	11
TOTAL		63

Among faculty expecting to retire in the next 5 years: Will the availability of a terminal sabbatical or research leave affect your decision about when or whether to retire?

Answered: 63



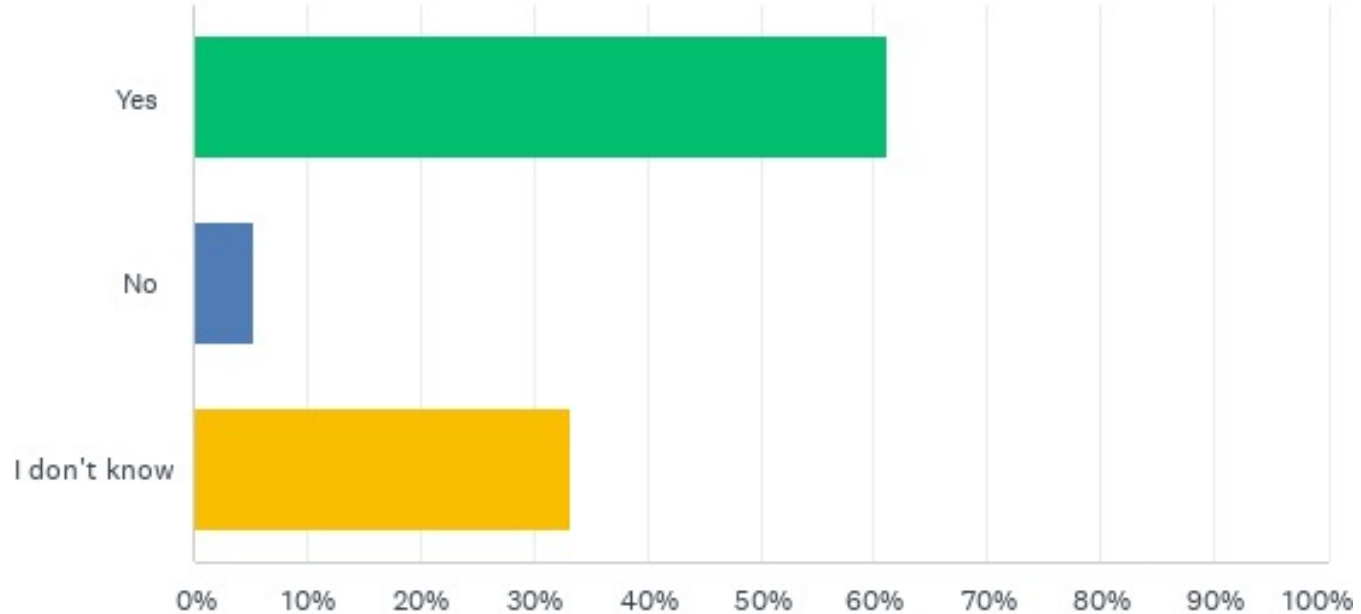
Among faculty expecting to retire in the next 5 years: Will the availability of a terminal sabbatical or research leave affect your decision about when or whether to retire?

Answered: 63 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	76.19%	48
No	11.11%	7
I don't know	12.70%	8
TOTAL		63

Among faculty who have been at the university 21+ years: Are you expecting to take a terminal sabbatical or research leave immediately prior to retirement?

Answered: 111



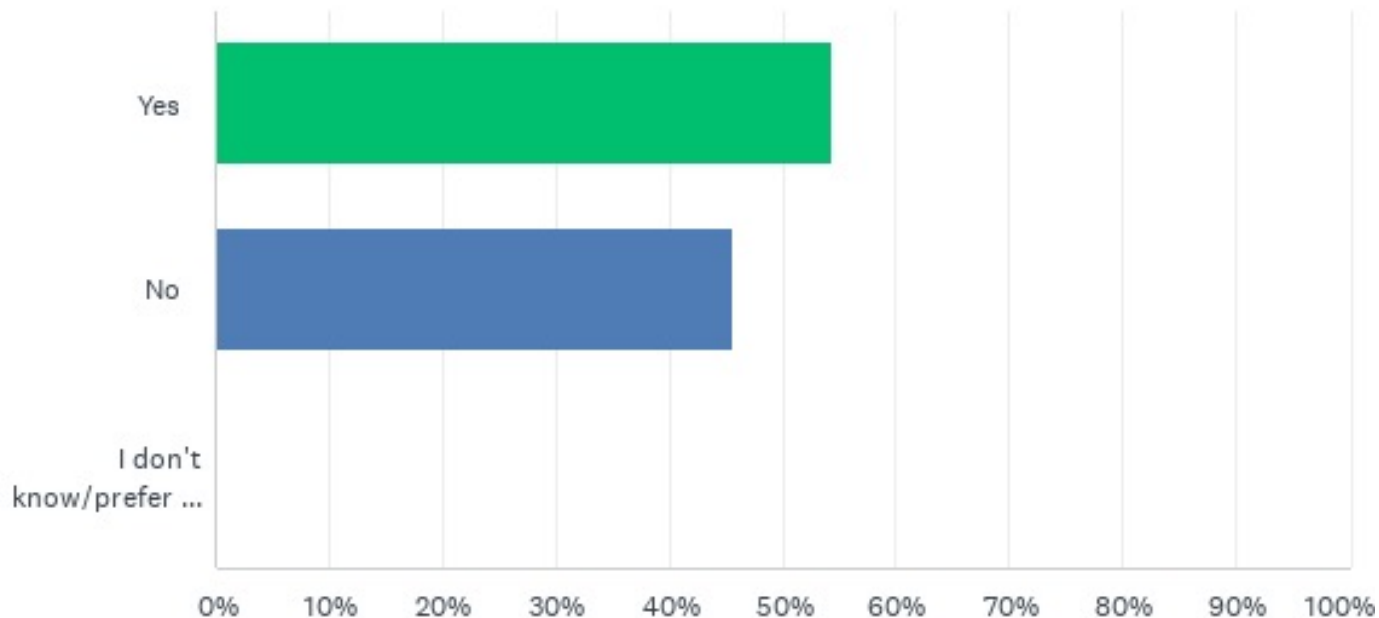
Among faculty who have been at the university 21+ years: Are you expecting to take a terminal sabbatical or research leave immediately prior to retirement?

Answered: 111 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	61.26%	68
No	5.41%	6
I don't know	33.33%	37
TOTAL		111

Retiree survey: Did you take a terminal sabbatical or research leave immediately prior to retirement? In other words, did you have one to two semesters with no teaching assigned, immediately prior to retirement?

Answered: 35



Among retirees: Did you take a terminal sabbatical or research leave immediately prior to retirement? In other words, did you have one to two semesters with no teaching assigned, immediately prior to retirement?

Answered: 35

ANSWER CHOICES	RESPONSES	
Yes	54.29%	19
No	45.71%	16
I don't know/prefer not to say	0.00%	0
TOTAL		35

Comments:

“A few months ago, I was told by the Humanities Dean that the 'program' for which I had, as chair, helped four colleagues to navigate (they did two years of full time salary, teaching half-time), and which I was anticipating I'd be able to use, was no longer going to be available. I am retiring in two years and would have 'signed on the dotted line' this semester.”

“Access to a terminal sabbatical would play a decisive role in accelerating my plans to retire because it would enable me to develop lost skills needed for publishing after I retire. For example, graphical and computation tools have advanced and I could learn these, instead of spending time supporting experimental work by existing graduate students in my laboratory. I would use this time productively.”

“It is normal practice in our department.”

“It is an insult to not be given this after 30 years of service to this university. All of the senior men in my department have gotten this and now that senior women are retiring, they are denying us this benefit.”

“Its availability convinced me that retirement was a good thing. I should think this benefits the university budget” (Retiree)

“I finished two books during that terminal sabbatical. Also, mentally, it was a "transition year" to full retirement and relieved all of the anxiety I had about that. Now I am retired and writing my 16th under contract. When you love your work and job, retirement can be a disaster. The terminal leave was not only very productive in my work but was a kind of transitional year towards full retirement and helped me both professionally and mentally.” (Retiree)
