***Faculty Caucus Minutes***

***December 7, 2016***

***(Approved)***

***Executive Session:***

***11.01.16.03 Request for Endorsement of Distinguished Professors (President Dietz)***

Senator Kalter: Sorry to interrupt the conversations, but I know everybody, it’s Success Week and we're in the midst of things too, so we're going to call the meeting to order, and the first thing we're going to do is move I hope into executive session, so let me read that. Executive session under the Illinois Open Meetings Act, Section 5 ILCS 120/2, section c, 1, allows for closed meetings to consider "The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body." Do I have a motion for us to move into executive session?

Motion: By Senator Marx, seconded by Senator Haugo, to go into Executive Session. The motion was unanimously approved.

*The Faculty Caucus concluded its business in Executive Session and returned to regular session.*

***Regular Session:***

***Election for Compliance Working Group***

Senator Kalter: All right. Let's see, we're going to move on to our regular session stuff. One announcement that I want to make, the Team Excellence Awards, thank you for voting. That was fairly unorthodox, but because there were delays in getting the requests to us for the Team Excellence faculty representatives, and so we felt that we had to move on that. So Michaelene Cox was elected to the two-year term for the Team Excellence Award, and Neil Christensen from Physics has been elected to the one-year term. Thank you all for voting. And now that we have it staggered, we're going to try to make sure that it gets on the Senate calendar really early in the year so that we don't have to do that kind of a process again.

I can't remember exactly how long ago this was, but at some point I sent out an announcement that we also need somebody to replace Dan Rich, who used to be a senator, from Economics here. He's actually about to retire, so his retirement reception is in about a week, I guess it is. So he's stepping off the Compliance Working Group. I guess Sam is not back in the room, but Sam Catanzaro is one of the people who is on the Compliance Working Group, and then I also sit on that group. Basically, Alice Maginnis from Legal Office runs the Compliance Working Group, and it essentially scans the entire University and pretty much all of its policies and practices and tries to prioritize what needs to be looked at in terms of our legal compliance. I'm trying to remember, Sam might remember a little bit better. Sam, I'm in the middle of explaining what the Compliance Working Group is. I think a year or two ago the group looked at things related to international travel in all different areas, and I think it was specifically about students. And then this year, for example, they're looking at records retention. Are there other things that I'm forgetting, Sam?

Dr. Catanzaro: No. You pretty much covered it. It's important, not always the most fascinating work, but it is important. For example, in the Records Retention, I have the honor and privilege of chairing that task force, which is reporting up to the Compliance Working Group, and I really value having faculty who can think about if we set up this kind of a system or this kind of a form, what is the experience for the end user and how can we make this as efficient as possible and still be compliant with all our obligations. So would appreciate a volunteer and your service. So I'll just make that pitch.

Senator Kalter: That one, we're not talking about the most scintillating stuff on earth, but it is important. Do we have any volunteers for the Compliance Working Group? It is a great committee. One of the things I forgot to mention is the constituency of the committee. So in addition to the faculty rep and the Senate chair, obviously Sam Catanzaro from the Provost office sits on it, Alice Maginnis from Legal, and also the head legal counsel sits on it, also representatives from HR from the accounts, what is it, not student accounting, but comptroller's office. Who am I missing, Sam? There are so many people on it.

Dr. Catanzaro: Internal Auditing.

Senator Kalter: Internal Audit. I believe that somebody from Grants sometimes sits on it, Grants Accounting or Grants…, Research and Sponsored Projects.

Dr. Catanzaro: There must be a Student Affairs rep. Well there's at least one representative from every division, of course.

Senator Kalter: Yes. There's one representative from every division, except I think that University Advancement does not have a rep, if I remember correctly. Deb Smitley from Finance and Planning sits on it, etc. So, in any case, do we have a volunteer? Senator Marx. Would you like to volunteer? Excellent. This is excellent, because you are actually in the department of one of our previous volunteers/Senate chairs, so you will be able to get coaching of all kinds from... Any other volunteers? All right. I think we can elect Senator Marx by acclamation.

*Senator Marx was elected by acclamation.*

Senator Kalter: All right. Who is that?

Senator Qaddour: The meeting time, when they meet.

Senator Kalter: That's a very good question. It meets like once every quarter, so to speak. So once in the summer often.

Senator Qaddour: Is it specific day? I mean like Wednesday or Tuesday or Thursday or based on the committee.

Senator Kalter: I believe it's somewhat floating, as I recall. It sort of depends on the schedules of the people and probably a little bit on the schedules of those people most central to that particular conversation. So in the summer that's everybody, but sometimes throughout the year that might be different areas depending on what the particular chosen topic is for that year.

Senator Qaddour: So they meet in summer too, right?

Senator Kalter: They meet once in summer, and usually once in fall, and I think twice in the spring, like early spring, late spring, as I recall.

***Advisory Item:***

***10.27.16.06 Promotion, Tenure, Sabbatical Report***

Senator Kalter: All right. Moving on from that. Thank you very much, Senator Marx. That's wonderful. Our advisory item, this actually should have come to you in October, but it's just a report that goes to the Board of Trustees just letting everybody know who got promoted, who got tenure, and who is receiving a sabbatical and what they're going. So it's an advisory item. If there are any comments, we can make comments here. Are there any comments about the sabbatical/promotion/tenure report?

I'm going to make one comment, and I just want everybody to know this, and Senator Krejci may add a couple of things. It's important for us to know that at the last Board of Trustees meeting in October, one of the board members raised a question about the existence of sabbaticals. That's at least the way I took it. Wanted to know more about what they are, why we have them, how we justify them. So one of the things that I wanted to say about that is I think that it's important for us to let our President and our Provost know, and I think they already do know, and have very well defended the existence of sabbaticals, but to let them know personally about their importance to you and your effectiveness here, and the importance to your colleagues. One of the things that I talked about this past Monday with President Dietz was, you know, we were talking about the fact that in business there are also sometimes sabbaticals. It's not necessarily as widespread, but this is not a concept that should be foreign or that should seem unjustifiable. Sabbaticals are an absolutely essential practice at an institution of our caliber and in order to maintain a scholar-teacher model. So I think that if you can also contribute ideas to the Provost office about what the Board might need to see in terms of this report you see, what gets presented in this report, are there other things that the Board might benefit from in terms of understanding what sabbaticals are and why they're so important. We've had a couple of ideas that we discussed in the Executive Committee, and I think one of the strongest arguments because it speaks to the language of the Board, one of the strongest arguments that Senator Krejci presented was how much we get in grants and how that would go away if we did not have sabbaticals, because people wouldn't be able to bring that money into the institution unless they had time to spend that money, essentially. Anything else? Senator Krejci, do you want to add anything? Senator Bantham, go ahead.

Senator Bantham: One thing I was thinking that might be impressive to the Board would be a linkage between the sabbatical, which is often written up as to what the individual is going to do, but then tying it to the results. Or if, in fact, we had a grant that would get their interest to reflect back that this was the result of a sabbatical from a certain period so that they had more of a results orientation as opposed to, hey this is what the person says they're going to do, if someone was suspicious, did they ever do it?

Senator Kalter: Thank you. I would also add to that, by the way, Senator Bantham. We were talking in Faculty Affairs Committee today that sometimes those results are slow in coming, but they're still very important. Sometimes you don't see the publications or what have you for a year or two, and maybe the timing of those reports can be thought about in terms of having, one, where it is, but also continue to ask people what have been the products of your sabbatical, so that everybody knows how long sometimes publishing takes in our field.

Provost Krejci: I'm just really glad that you brought that up, and I would also emphasize that Sam and I have had discussions about the sabbatical policy as written as well, and I was really glad to hear Faculty Affairs was looking at that, because I think as people from the outside read that policy and they may not understand it, I think there are ways we can even craft a policy that is not only a policy, but a way to communicate what sabbaticals are about, because that's what they read. There have been questions by the Board before and after, and we've been doing some work. The grants was one of them to say, and I asked John Baur and Sam to collect that data for the Board of Trustees and they did a really nice job of saying, of the people who have had sabbaticals, what is the total amount they brought into the University. That was powerful for them. I also helped to reframe, and I need your help in this, and so will Jan, is that they look at someone's salary and they believe that they're getting paid for not working. and so we've done a lot of work on this is about realigning and reassigning an intense effort to really advance one's scholarship, the University's reputation, and certainly student success, and we've given them lots of examples about why sabbaticals are necessary, because that kind of work just cannot be done in two hours on Monday, etc.

The other thing we were trying to do, and Sam and I continue to work on this, is to try to track and match outcomes to sabbatical, but as Senator Kalter has pointed out, the report for the sabbatical when it gets submitted oftentimes does not reflect the sabbatical's impact. So we have even talked about is it possible that as we do our annual reports, oftentimes in CVs or in reports, you can asterisk publications as linked to grants. We wondered if we could do the same that is linked to sabbaticals, because there's no way to capture that right now. Even if we looked through, you know, we talked about Digital Measures. Could we pull data from that. So these are ongoing conversations, because that link is hard to do. I even wanted a student to see if we could go through Milner publications for those people who have had sabbaticals, etc. We are really looking at all the ways, but I think what's most powerful is for all of us to communicate to all external stakeholders what sabbatical is. And I mean this very concretely to your community members to your families, because oftentimes faculty gets so excited about sabbatical; yay, I'm going on sabbatical, and sometimes what people hear is you get a paid vacation. They really, I mean I've talked to external community members and I've done a lot of work at saying, you don't understand a sabbatical, and I often link that to business that oftentimes people are pulled off what they're doing to go to a certain project to be a reassignment because you can't do certain things while you're doing your routine. So this is ongoing. The Board of Trustees members are wonderful. They want to support us, but they get questions, and in this climate of higher ed critique, the Board of Trustees are being held more and more accountable, so they get questions from their external stakeholders, and so we need to do everything we can to reeducate, to articulate, and to map outcomes to sabbatical, and so that's going to be an ongoing process. I have to say we don't have a great way to do it at the moment, because once the report is in, that report does not capture things that could happen two, three, four years down the road. So no magical answers, but I really request all of your help in how you talk about sabbaticals to everyone, because that filters back to people. So appreciate it.

Senator Kalter: Thank you. Are there any other comments about sabbatical?

Senator Hoelscher: I would certainly volunteer a self-report. I wonder if we would get a lot of response if we just asked for self-reports. I don't remember when I went on sabbatical, maybe 2011, 2012. I will say it was directly related to having the ability to make full. I mean you can easily map it. Because I'm a director of a center, so I'm even more cramped for time. And I wonder if we can just ask for self-reports. I mean I don't know, but I'd be willing to do it.

Provost Krejci: If we would go down that road I think it would be really, really important to have a really clear template to do that, and is that a one time, and I think those are the things we struggle with, because we consider that. One thing I want to mention, and maybe, Senator Kalter, you can have some influence on this. Before the Board of Trustees meetings every time there is a session that will inform the Board of Trustees and sometimes, as you've seen it, it could be something about student services, it could be the Leadership Initiative, I wondered if we could ask one time to have faculty present examples of impact of sabbaticals. Because I think when I talk to Board of Trustees, and that's one of the reasons I would go around to units and visit, I could talk about Paul's work with the brain simulator for Parkinson's in Mayo, I could talk about a Distinguished Professor’s work, I could go and talk to them and say this is what sabbaticals do. They want the story, they want the concrete evidence, and I just wondered sometime if a panel, what do they call that, CCC or there's something before that.

Senator Kalter: Yes, we have a committee called the Campus Communication Committee. Senator McHale sits on it. Senator Winger sits on it. The Senate chair sits on it as an ex officio. It has two civil service, two AP, and one student, and they have two jobs basically. They first of all get together and discuss what the Board needs to hear from its faculty and staff in terms of communication. You all may know that when Senator Crothers was the chair, and I think even before him with Senator White, who was chair, there was a diligent effort to get a faculty member on our Board of Trustees that was turned down statewide, although we have a student trustee, and that was seen essentially as sort of a conflict of interest, right, that it's an employee of the University being on the Board of the University. But so this committee essentially is our way of speaking to the Board, telling them our concerns, our pleasures, sort of the things that we want to celebrate, etc. So that's one thing is that they, every Wednesday or so before the Board meetings they get together and they craft ideas for a letter that whoever the leader is, the chairship rotates between faculty, AP, and civil service. So last year I was the chair for that, this year it's civil service, next year it will be AP. They will then go craft that letter, send it around to the list, and we then meet again once the letter is basically in final form and have the President read the letter and give us his feedback. He and Jay Groves do not veto anything in the letter. They just say, well this might be advisable to say, this might not be advisable to say, or here are some facts that you might need or what have you. So that's one thing that CCC does. The second thing the CCC does is that it decides who is going to present to the Board in the hour before the Board meeting every time that they meet so that we showcase various parts of our University to them. I should have the list right off the top of my head. We've had all kinds of different presentations. Many years ago, we had a presentation about diversity. The mayors of the two towns always come in in July to talk to the Board at the July meeting. Who was the last one? I'm trying to remember. The Eckelmann-Taylor Hearing Clinic came in once and gave their presentation. So we essentially showcase various different kinds of things to the Board so that they can know our campus and sort of understand our campus. So this is a really excellent idea, I think, Senator Krejci, and Senator McHale I'm sure is also taking notes that having a couple of faculty, because one of the things I've noticed… Oh, I know what we did last time. The students, Dan Heylin and I believe it was Kyle, and wasn't there one other student? But they presented what the SGA does. And, my God, we have a phenomenal student government. I mean you would not believe the kinds of things that they are involved in and how much they do. What I've noticed is that it's really helpful to showcase just a couple of examples and to have different people come in and speak so that it's not always just one speaker during that hour, so having a couple of people who have had really phenomenal outcomes of their sabbaticals. One of the things that soon-to-be-again Senator Murphy mentioned was that we also need to tell the Board who we are, in the sense, I don't know if any of you know this, but we have in our Geology-Geography Department a Nobel Peace Prize winner, and I didn't know that until I was on the program review committee this year and read that. So understanding that there is that caliber of faculty here and that the sabbatical is something that encourages that good work for the rest of the world to continue, I think, is also really important.

Senator Krejci: And a Board of Trustee visit for the Provost office the last time we took the trustee to the labs, to Paul Garris, to Rachel Bowden, and I'm going to put biological sciences who understood how insects figure out the compass and direction north, and these are things that are groundbreaking that you can see the nanotechnology. Well they had no clue. And what was really powerful is for them to show them with undergraduate students and graduate students how their sabbatical or their grant helped them to teach students. So I think it's really important to get the right examples that they can relate to, but those are mind-changing experiences. And so we can talk about some things, but they look and say the 56 faculty who went on sabbatical, their question is, well can we afford that. One of their questions later was can we afford that in these times. And so we made the case that we can't not afford it and that they didn't understand that if the faculty takes a full year sabbatical, they only get half pay in the University, actually. I mean, there are so many things they don't understand. They want to support it, they just don't know how to respond when they get questions, so we have to help them, and I think those are good ideas, and Jan will be a wonderful advocate as well.

Senator Blum: Yeah, I just wanted to… I mean, I agree with all of that. I do think, and it was mentioned, that there is a very strong optics problem. Personally, I just wish we'd change it to alternative work assignment. Get rid of the word sabbatical. Any person, you tell them I'm doing alternative work assignment, huge swaths of the population will relate to that. Part of the problem is the word sabbatical and what connotations people have developed around that word, rightly or wrongly.

Provost Krejci: And if I could just agree. It’s the same with reassignment of faculty loads when people say they have release time. I've asked everyone, you're not getting release time, you're being reassigned to a higher priority, because that release time, it sounds like they're not teaching their full load. And these are just things that are coming up across the country because of some of the onslaught of critique of higher ed, and we have to reclaim that.

Senator Dyck: Yes, I would like to share some experiences that I've had locally; not necessarily in relation to sabbatical, but in how we can share one on one with people in terms of what it is we do in academia. Every two weeks, I go for my allergy shot, and I talk with the person who collects the money; you know, the front office person. And so she said, so what are you doing today? She knows I teach nursing, and so we talk about this, and she goes, now break is coming up, now how long would that be? I said four weeks. And she said to me, but you don't get all of that, do you, because of our ongoing conversations, and I thought, she's gotten it. And, you know, people like that in the community can spread the word really well for us, if we just engage in those conversations, and we have those every two weeks for a while.

Senator Dawson: Yeah, I think that we're in the right business. We need to educate the public as to what it is and why it's a good thing, and no, we're not just loafing around. There's a lot of research that's done, a lot of traveling that's done, breaking open new programs. We have to reeducate people as to what it is, because the word's not going to go away as much as we might like it to, but we have to make sure that our students understand what it is and keep the ball rolling. Reeducate them.

Senator McHale: I do really appreciate the suggestion that we might change the word sabbatical to like hard labor or redistribution of duties. You know, it's kind of like the estate tax became the death tax. I like that approach. Really, I do. My fundamental question is, I really like Senator Bantham's suggestion, and I wonder if we are keeping some kind of hard data at all about what people say they're doing on sabbatical, even with the two-year lag, and it would be so good to be able to say, well, we're on sabbatical, you know, 48 books were written and 127 articles were written in the last 20 years. And I'm wondering if we're compiling that at all. As the esteemed Senator moves up to Wisconsin, I just want to make sure we get an answer before she's gone.

Provost Krejci: We really have discovered that we don't have good mechanisms, and we have been trying over the last year or so to say how would we do that. We don't have good data collection for faculty productivity, and I'll ask my wondrous hard-working, brilliant colleague, Sam, to chime in, but we have different ways we collect data across departments. We don't all use Digital Measures, and right now we don't asterisk outcomes on annual reports that we could, and that's been a discussion, and Sam and I have been talking about that to say what is the best way to be able to talk about this so we can asterisk it so we can pull it, we can query Digital Measures, and every year. Because those sabbatical reports aren't one year, it could be five years down the road that you get a million dollar grant that was a seed from a sabbatical. And right now I would say it's manual labor for Sam and I to try to track things. Sam, would you agree, and do you want to comment?

Dr. Catanzaro: Of course I agree. Yes, I think part of what we've been struggling with is to try to set up a reporting system. I mean, I appreciate Senator Hoelscher’s volunteering his 700 colleagues around the campus to self-report this, but what we want to do is a streamlined, efficient reporting system that doesn't in effect create more reporting burden. There's not a systematic database. I mean some colleges or some departments use Digital Measures. Some use SEDONA, some use no, none, and some disciplines, those sorts of databases make more sense as a way to track productivity broadly construed. This is a great conversation to have, and the leadership in this room will be key, because we'll be taking a look at that policy. Right now the requirement is that a report is filed by August 31 of the academic year following the sabbatical. If you're on sabbatical in the spring, that's a handful of months. You know, so one report, you know I submitted two manuscripts for publication and collected these other data that I'm in the middle of analyzing and that is it. So I think we can put our heads together in the coming semester to think about an efficient way to try to track that more systematically perhaps on a longer time scale without creating a burden that doesn't have a value add. I mean, if there's a value add, I think many faculty will gladly report if they see the value add. And if it's straightforward, and maybe we can leverage some kind of an online system, even if it's not a Digital-Measures-like system, a web-based form that makes it pretty easy. So good ideas. Thank you very much, and I'll stop.

Senator Hoelscher: You absolutely got it, Sam. My statement was really meant to say it takes a while to understand what it really did for your life, and I think three or four years out, we need to come back if we really want the stories, because I think it took me three or four years to realize just what it had done for me and, pure and simple, with the load I have as director of a center, and I don't recommend that to anybody trying to make full, but I did, there is no way I would have pulled that off without a sabbatical. And I don't think we know that four months later. I think that report needs to come three or four years later, and those are going to be the dramatic stories. I mean not that mine is dramatic, but that's when you're going to know. And for me, personally, it was a goal. So it was pretty dramatic for me.

Senator Haugo: I would echo too that for those of us in the Arts and Humanities who are working on monographs, for example, the results are never immediate. A three-month sabbatical may move us forward incrementally on a book project, but, you know, my colleagues and I are fond of saying a book cannot be written in a month of summers. So, you know, I'd echo what Senator Hoelscher is saying here that it may take three years to see what the full impact of a sabbatical semester was.

Senator Kalter: My last sabbatical, just because of the nature of the book, because I was editing another author, had a 2012 publication, a 2016 publication, and I just got back something about the peer review for the third part of that project just now. So it has been six years and the stuff is still percolating, essentially. Now that's kind of unusual in books, but because of the nature of that project, it was an editing project. But what you're saying rings true.

Senator McHale: Yeah, I guess I really do support this sentiment, and I don't think for some of us, you know, who maybe the book does get published a year later, we'd be proud and happy to turn that in at some point. I almost feel like the suggestion of a few years later to do the follow-up when we actually get that book published that we wrote on sabbatical, I think that we'd love to be able to report that. And then also I think the accountability. I mean, you know, the second sabbatical we really want probably the University wants to see that we actually did get something over the proposed goal post. So I think requesting additional follow-up sabbatical, I not only find that not disagreeable, but I think that a lot of us would be proud to submit additional reports after sabbatical.

Senator Horst: I was just echoing your idea that if you apply for a second sabbatical, you could also at that point submit a report about the outcomes of the first sabbatical.

Dr. Catanzaro: That is currently required.

Senator Horst: Oh, it is? Okay. Then we could collate that material.

Dr. Catanzaro: Provost Krejci noted there's no good template. In fact, the policy requires that those reports be filed in the college office, and about half of them every year come to me, and so I just forward them on to the dean. And it's funny, we're not required to see them in the Provost office. So, I mean, I think some of this is just clarifying and thinking through how do we really want to do this, and then setting up a system that's straightforward and easy to follow.

Senator Bantham: In thinking through that system, I would make a suggestion that really the reporting isn't just once a year, but it's for several years, and maybe it goes out, you know, for the life of the expectancy. And I do agree with Senator McHale that the accountability is an important factor so that when someone is awarded a sabbatical, they recognize that there is a deliverable, and that you're going to be expected to report on that for several years.

Senator Gizzi: I guess I do have a suggestion, but I guess I'm not convinced, having just completed a sabbatical, that what I was doing on that sabbatical will be things that I'll be doing two years from now. I mean, it really depends. It's going to be very specific to the thing. I mean, my sabbatical proposal ended up being very different, because Chris Mulligan and I ended up getting a National Institute of Justice grant just before the sabbatical started. So that ended up becoming the bulk of the sabbatical. I think the easiest thing to do right now is to figure out a very simple template for the report, because, in fact, there was no idea whatsoever what you were supposed to do when the sabbatical ended in terms of what to write. And, you know, I remember asking the distinguished faculty member in my department, I said what do you do. He said whatever you want. You know, in terms of what do you include? And I think that would be the simplest thing. And then over the next several years that will provide, and make sure that that data goes to the Provost office, and then over the next several years you'll now have a lot of information, a four- or five-year, you know, follow-up report is not a bad thing, but I really do appreciate Sam's comment earlier of not wanting to burden with a whole lot of additional reporting. I know in CAST we've had a discussion about Digital Measures and whether or not that's the tool we want to continue with, and they were looking at another tool, I had to beta test it, and it was six of one, half dozen of the other. None of those tools are particularly intuitive or easy, and they are sometimes frustrating, but we go into them once a year and fill in all the stuff we did for our ASPT stuff. It's not everything we do every day.

Senator Kalter: I just want to remind everybody that we do have action items to get to tonight, but Senator Blum.

Senator Blum: I have a more general question. Do DFSCs/SFSCs hold people accountable for whatever they were required to do? I mean, does it show up in your letter? Does it show up in your merit?

Senator Kalter: Sam, do you want to address that?

Senator Horst: Can I just, before Sam does it, because Sam and I have been talking about this and I know we could talk about this for a long time, but I think right now because of the technology issues, the template, etc., we could simply say for the annual report, every annual report you do, you identify anything that's related to sabbatical. Whether that's national reputation, whether that's connection, whether that's student mentoring, whether it's those things, because we have to do an annual report, you put all that stuff down just to highlight what's related to the sabbatical. And I don't mean that that's a simple solution, but instead of saying do it three years or four years, just annual report everything you do, because unfortunately the sabbatical impact is incremental. And so in a year it may only be a national contact that got you on a panel or something, but you add all those up and you have impact, and what Board of Trustees want to know and what we want to know, of course, is impact, national reputation, impact on students, funding, anything that's going to advance the university’s goals, and that comes in lots of flavors, but the annual report is something we do already, so Sam and I have been thinking that might be the vehicle for it.

Dr. Catanzaro: To answer Senator Blum's question, the DFSCs and the SFSCs certainly may look at a sabbatical report, and I think the intentionality of that process varies across campus. I think it generally gets captured simply in looking at productivity, but I don't know that there's a lot of systematic saying well, okay, for spring 2017 you were on sabbatical, so that gives us a certain frame for evaluating your productivity that year, except it creates the conundrum of well, we only have one semester of teaching, so how do we sort of equalize that. And since I mentioned teaching and I know the hour is getting late, there has been relatively little mention, but I will note I have the privilege and actually really enjoy reading all the sabbatical proposals submitted across the campus and many of them, even if they're primarily focused on research and creative activity, will talk about at the very least infusion into existing courses, the possibility of creating new courses, sometimes even new programs, and those are outcomes that kind of play out on a different kind of time scale than the whole scholarly and creative activity production process. So another layer of complication that is a happy one. I'll also note the number of international collaborations/study abroad, you know, there's a lot of that that's in there, so capturing all of the outcomes that a particular sabbatical proposal might produce, and not all of them are as straightforwardly in the annual report, they can be. So we just need to think it through and come up with a good system.

Senator Clark: To just add a little twist to this that in this institution, as well as others I've been in, a sabbatical once it's completed there's a report filed by the department chair that goes to the Dean and Provost office and it's all fairly hidden within the administration, and there's not a lot of recognition about what happens across the campus community. And to begin to think about ways for the person when they've come back and completed the sabbatical to disseminate, this is what I did, to report to their colleagues, to the college, their department, to make it more public to have a better understanding of, you know, what are the outcomes of sabbatical other than just to report it and have this semester away from you folks. So to have an opportunity to do, even if it's poster or oral presentations to colleagues, I think would have great benefit in addition to this idea of accounting what the long-term impact of the sabbatical is.

Senator Kalter: That's an excellent idea. Does anybody mind if I turn to the action items? Are we good? Have we done good brainstorming?

***Action Items:***

***11.01.16.02 Proposed changes to 3.3.8A AFEGC policy***

***10.05.16.03 Proposed changes to 3.3.8B AFEGC policy***

***10.05.16.04 Proposed changes to 3.3.8C AFEGC policy***

***10.14.16.02 Proposed changes to 3.3.8D AFEGC policy***

Senator Kalter: And I have another question. I'm just wondering if we want to do these one by one or as a slate? Would anybody object to us doing them as a slate? That's what I was thinking. I don't know if there's a lot of debate on these, but does anybody want to offer a motion to consider the proposed changes to AFEGC 3.3.8A, B, C, and D, as a slate?

Motion: By Senator Gizzi, seconded by Senator Horst, to move the proposed changes to 3.3.8A, B, C, and D AFEGC policy as a slate.

Senator Kalter: All right. Let's debate. Any debate?

Senator Horst: I would like to acknowledge all of the work that the previous year's Rules did on these policies, and particularly Paula Crowley, who was the chair of Rules last year.

Senator Kalter: Indeed. And I think Senator Wortham also deserves a lot of credit. Sam deserves a lot of credit. I'm trying to remember who else has been on the committee while this has been underway, and it is not done. Senator Cox. Thank you. Yeah. Oh my God, how could I forget? Yes. I think at one point you called Dr. Crowley the slave driver, actually, right? And you notice that Senator Chebolu fled the coop. Right? He was out of here. So, yes, thank you, Senator Horst. And I just will note that there are some things that are still, you know, Legal is looking at them, so they're in the hopper. And I think AFEGC is also looking again, you know, yearly at this. Do we have any other debate? Anything anyone wants to say about these? Hopefully we dotted all the T's and crossed all the I's and got all the strikethroughs in the right place.

The motion to pass the changes to the four policy items as a slate was unanimously approved.

***Adjournment***

Senator Kalter: Excellent. All right. Have a great finals week. Have a good night. And thanks for everything this semester. We'll see you in January.