**Faculty Affairs Committee**

**Meeting Minutes**

**October 9, 2019**

**6:00 pm**

**Roll Call:**

Senator Abbadi (present)

Senator Baur (present)

Senator Campbell (present)

Senator Crowley, chair (present)

Senator Enriquez (present)

Senator Kerber (present)

Senator Kosberg, secretary (present)

Senator Nichols (present)

Senator Pancrazio (present)

Sam Catanzaro, guest

Accepted minutes for September 25th—vote by affirmation

**Review of revisions to Policy 3.2.8 Sabbatical Leave approved by AY 18-19 FAC**

In light of new information regarding sabbatical leaves for full-time personnel in Milner Library with faculty status, the committee looked again at the revisions made in the mark-up document sent to the executive committee. The committee addressed the library issue successfully. That led to reconsideration of revisions made regarding items “c” and “d” under the *Procedures* heading and subsequent changes. A revised mark-up document reflecting these changes would be forwarded to the executive committee in a timely fashion.

Under *Procedures*:

* Section ‘c.’ – After reviewing the language that was submitted in the previous mark-up, the word “qualifies” was removed since it implied that the sabbatical is an entitlement that assures a sabbatical will be awarded. The revised language reads: *A person is eligible to apply for a leave after seven years of full-time employment and every seven years of full-time employment thereafter, although no academic employee may have more than one sabbatical leave in a seven-year period.*
* Section ‘d.’ – The new wording for item ‘c,’ called into question the need for an item ‘d’ addressing interruptions of normal sabbatical schedules for individual faculty. It was suggested that ‘d’ be deleted. The committee agreed to do that given that the deletion simplified the policy and that item ‘c’ in its revised form addressed the concerns expressed in ‘d.’

**Milner Library**

Full-time Milner staff with faculty status find it difficult to arrange sabbaticals and asked the committee to address this matter in AY 2016-17. Input was provided from the Associate Dean of the Library to the committee that outlined the problem and offered options for addressing the issue. The committee with input from Dr. Catanzaro, reviewed the suggestions, discussed what might or might not work and concluded that the best option at this time was to add an item to the list addressing the “timing and period of the sabbatical leave.” The previous list of three items was expanded to four. Number two on the list reads as follows: Academic employees on twelve-month contracts, i.e. Milner staff with faculty rank, are eligible to apply for a three-month sabbatical leave following the same timetable.

The committee’s wish is that this language be forwarded to Milner personnel so that they can offer feedback to the Senate prior to action.

**Junior Sabbaticals**

Junior sabbaticals were briefly discussed with Dr. Catanzaro pointing out that departments and schools often have internal course-release policies to assist junior faculty members as the progress towards tenure.

How often are Junior Sabbaticals used at ISU?

*At times, faculty members may be assigned to 100% research and 0% teaching. This happens very rarely. It is the practice for new faculty members to teach 3 and 3 for their first year. These courses may be reduced, but these faculty members are not on sabbaticals. Even if they are not teaching at all, it is not a sabbatical. Sabbaticals are special opportunities and investments, so ISU does not have junior sabbaticals.*

*It is rare for study leaves or course releases to be used and they do not affect sabbatical leave times accrued.*