Minutes

Faculty Affairs Committee

February 22, 2017

6:00 p.m.

Bone Student Center

Members Attending: John Baur, Michaelene Cox, Hannah Picciola, Marie Dawson, Dan Liechty, Febin Chirayath, Susan Kalter, Mary Dyck

Not Present: Cassandra Mattoon

Call to order: 6:02

Approval of minutes: Minutes from 2/08/2017 were approved.

**3.2.8 Sabbatical Policy**

Dane Ward, the Dean of Milner is supportive of Milner staff taking sabbaticals anytime during the year. Faculty needs to take initiative to request sabbatical. The Provost is also on board with Milner staff taking sabbatical during any time during the year. See email notes below from Provost.

**1.8 Integrity**

We are picking up where we left off then come back to the entire thing. If there is a graduate student with an issue, do they go to student discipline or AFEGC or SCER? Undergrad who falsifies usually goes through the student conduct process. If the dean feels as though there is not enough evidence, they may dismiss the case or submit the claim to another office on campus. You can go to any of the people in charge of any of the processes, and they can point you to the correct process to go through. Individuals are sometimes misdirected. Comment made that there should be a person who funnels the cases to the right process so there is no confusion from the start. However, Sam Catanzaro is responsible for this as are the Senate chair and the heads of the departments. Have thought of having a card similar to the cards that every faculty gets that if a student is in trouble or needs help: the card assists faculty on what action to take and go where for assistance. Graduate student policy is confusing because you don't know where to send them due to the fact that they are students and in some cases teachers. Students who plagiarize should be could be sent through Integrity process and/or student conduct process since the dilemma falls under both offices.

It is up to the provost and the president to determine what the punishment is for academic dishonesty for faculty/staff. It could take 44 weeks plus 5 months just to get to investigation completed. Another 16 weeks to get to the final resolution. If you are a graduate student, the process of investigation about academic dishonesty does not end if the student ends its ties with the university. Case outside of ISU where student plagiarized their dissertation, their degree was revoked from them. Classroom issues go through student conduct process. Projects with professors outside of classroom where academic dishonesty occurs, it falls under the Integrity and Research and Scholarly Activities. What would happen if a faculty was a student and performs academic dishonesty? After, the process of disciplining a student on academic integrity, the student could appeal and state that the correct office did not hear them.

The defendant can challenge anyone on the inquiry team. Question raised about restricting the inquiry team from seeing any of the allegations due to conflict of interest. They are only informed of the name of the defendant and the nature of the accusation. The challenging of a member of the Inquiry Team can last up to 15 days. Should these days be calendar days or business days? See if these days can be transferred to business days without lengthening the timeframe in most cases. Have Kathy Spence (our current AIO) go through policy to see what can be changed with respect to the time each step should and does ordinarily take.

Adjourned: 6:56

Submitted by: Febin Chirayath

**FAC NOTES re Sabbatical Policy**

**Email abstract: Jan Murphy to Michaelene Cox (2/15/17):** I met with Dane Ward to discuss sabbaticals in the library this morning. Dane has been an Associate Dean and now Dean of the Library for 15 years. I’ve summarized his thoughts on sabbaticals below in red.

History of sabbaticals by Library Faculty

Jan met with Dane Ward, Dean of Milner Libraries on February 15. He said that he believes there have only been two librarians who have taken sabbaticals in the past 15 years. And neither of these resulted in significant (appropriate) outcomes, so the library has not had a particularly good track record with sabbaticals. He is very supportive of sabbaticals for library faculty, but no one ever applies for one.

Academic Year vs Summer Sabbaticals

Dane feels that library faculty could take sabbaticals during the academic year if they chose and that he could find ways to cover for them (just the way Department/School Chairs/Directors cover for faculty on sabbaticals).  However, he also said that library faculty themselves feel that they cannot be “replaced” during the academic year. Thus, it is the library faculty’s preference for summer sabbaticals rather than any need by the Library.

Dane is supportive of library faculty who are on twelve-month contracts taking 3-month summer sabbaticals if that is their preference. But he can also manage 4.5 month academic year sabbaticals too.

**Email abstract: Cox’s follow-up question to Provost (2/15/17):** Dean is supportive of 3-month summer sabbaticals for 12-month contract faculty (if they prefer that over the regular 4.5 month semester), and so would the Provost's office also allow library faculty to take those summer sabbaticals? I recall you saying in our meeting something to the effect that "we could make that work" but that was before we had a grasp of the Dean's support for regular 4.5 month semester sabbaticals, too.

**Email abstract: Provost answer (2/15/17):**Good question. Yes, I would be supportive of a 3-month paid summer sabbatical for faculty on 12-month contracts.