**Faculty Affairs Committee**

**Meeting Minutes**

**September 25, 2019**

**6:00 pm**

**Roll Call:**

Senator Abbadi (present)

Senator Baur (present)

Senator Campbell (present)

Senator Crowey, chair (present)

Senator Enriquez (present)

Senator Kerber (present)

Senator Kosberg, secretary (present)

Senator Nichols (present)

Senator Pancrazio (present)

Accepted minutes as indicated – vote by affirmation

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

Under *Rational*:

 Discussion on language changes anywhere it says “academic staff, full-time academic faculty, etc.” No changes made prior to discussion with Sam Catanzaro.

Under *Procedures*:

* Section ‘a.’ – Language is ambiguous and says *full time academic employees,* which leaves the door open for non-tenure track faculty members to apply for sabbaticals. Talk of changing language to read *tenure-track faculty.* There was discussion that the proposal is old and has older language in it, but we are still going to ask about the language and leave the door open for changing it
* Section ‘b.’ – The wording somewhat contradicts the wording in section c, where it is stated that faculty members must have worked at the University for seven years.
* Section ‘c.’ – Revised language to further clarify that sabbaticals are *not* an entitlement. See language in mark-up document.
* Section ‘d.’ – Discussed the proposed new wording suggested by Senate Chair Kalter. Changed any wording that implies 4 years to 5 years. This is to help eliminate the possibility of “banking” leaves as well as improving consistency throughout the document (matching language in “b”). Proposed cutting out the parenthetical section from lines 1 and 2. Changed wording as well to eliminate confusion with “academic staff” wording. The policy now reads: *A faculty member who has not been able to take a sabbatical on the normal schedule is eligible to apply for the fifth year following the previous sabbatical.*
* There was also discussion on adding language saying that the clock starts for sabbatical eligibly after date of tenure track employment/designation. No conclusions reached on this matter.