**Faculty Affairs Committee**

**Meeting Minutes**

**March 27, 2019**

**6:00 pm**

**Roll Call:**

Chairperson Crowley (present)

Senator Baur (present)

Senator Dawson (present)

Senator Enriquez (present)

Senator Jenkins (excused)

Senator Martinez (present)

Senator Pole (excused)

Senator Woody (present)

Senator Winters (present)

Special Guest: Sam Catanzaro

**Items Discussed:**

Overview: The committee invited Sam Catanzaro to attend the meeting to clarify questions regarding the Sabbatical Leave Policy (3.2.8)

General Questions:

**Can one bank sabbaticals?**

* The wording of the suggested revisions to the policy, Procedures items “c” and “d” can be interpreted as faculty being able to “bank” sabbaticals, saving them for later use with as little as four years between them. This implies the sabbatical is an entitlement rather than something for which one must apply.

**Relation to compensation**

* Sabbatical compensation is the equivalent of 4.5 months salary
* General Question: What about grants that exceed equivalent of 4.5 months of salary?
* Issues of compensation, specifically the limit to the equivalent of one year’s pay, strike some as too restrictive.

Questions for Sam

**What is the history of the compensation policy and its limit?**

**Sam:**

Unaware of any current state laws that govern this level of detail.

The ISU constitution states that a sabbatical program shall be established.

* The University is responsible for managing the potential for conflicts of commitment (if there are other sources of income during sabbatical leave) therefore, a portion of the policy restricts sources of outside income to no more than the equivalent of 4.5 months of salary in addition to equivalent sabbatical compensation.
* Perhaps faculty could make a special project proposal for outside income if planning to make additional compensation while on sabbatical leave
* The university has the best interest of the employees at heart and does not want to limit sources of income, however it is the responsibility of the University to hold faculty accountable and ensure that they are correctly using their sabbatical for academic reasons
* There are reasonable exceptions with good rationale, but there is a principle underlying this idea. The idea is to put guard rails around the concept of a possible additional compensation situation. (Note: a majority of problematic cases when there is additional compensation are often from work that is not related to the sabbatical.
* There are little to no restrictions on what might happen during summer months. (May 16- August 15)
* Perhaps the summer months could be used for any additional compensation beyond the full salary. This insight provides possible answers to ethical questions surrounding the policy.

**There is a policy that covers all outside employment**

* Additional income should not exceed more than 20% of ISU pay.
* Faculty are required to report this income as it could be a conflict of commitment to the sabbatical project.
* Suggestion: pertaining to sabbaticals, perhaps the individual could explain how outside employment fits into sabbatical plan (as opposed to the University banning all outside employment)
* Point Made: this type of policy has more pros than cons. For example: It serves public good while setting up guardrails to maximize benefits and minimize extra costs to the individual on leave.
* Many sabbaticals can be questioned by stakeholders as they do not see the benefit in them. Administration is there to manage interface and defend the system.

**Sabbatical Budgets**

Concern: Does ISU have the funds to do this/ is it worth the funds?

Response: Yes, the university has the funds and the reasoning for sabbaticals are justifiable

For example: Work is done on sabbatical, the university is furthered, and new grant opportunities may be opened up.

Goal: The policy needs to clearly state that sabbaticals are important, but stress that there is no tolerance for abuse of the system.

System of checks and balances: faculty must go through a proposal and approval process and submit a report at the conclusion of the leave.

**Fulbright Scholarships**

* What about cases with Fulbright grants (applies in cases where faculty live out of country and must cover additional housing/living expenses)? Are these considered additional salary?
* Concern: Other grants (NEA, NEH, NSF, etc.) are specified amounts, therefore a faculty might be put in a situation where they might have to turn it down depending on the circumstances
* Question: Is this circumstance something that should be addressed in the policy?
* Section F of Procedures addresses the approach when receiving a Fulbright grant
* Suggestion: this might be the space where the committee adds language about exceptions
* Possible Solution: look into wording that does not imply that one must turn down a grant because it exceeds a certain amount of one’s salary. Perhaps the excess grant amount can be used as salary for the summer months.

**How do policies relate at similar institutions?**

Sam:

Will look further into how ISU compares to models at other institutions.

**Additional Questions:**

What percentage of sabbaticals are full year sabbaticals?

Sam: 5 individuals out of 40-50 (about 10%) will be on a full year

 Sabbatical

Is there a reason why the University caps sabbatical at 4.5 months?

Sam: The University is trying to find the balance, the pay the university

 gives facilitates full benefits for staff (compensation plus insurance

 benefits, etc.)

Can faculty wait 14 years and then take a full year paid salary?

Sam: Short answer, no. This type of approach creates an entitlement to

receive a sabbatical. Faculty are entitled to participate in the sabbatical program, but no individual faculty member is guaranteed a sabbatical. The idea of sabbatical is to provide an opportunity for professional development and the process of being approved for is rigorous. No one is assured a leave simply by applying.

Do full-year sabbaticals yield more/better outcomes than one-semester leaves?

Sam: He has not seen significant differences because a well-designed sabbatical plan has clearly defined goals that can be met during the period of the leave.

**Regarding how Faculty Associates are affected by Sabbatical leave:**

Sam: The number of faculty associates at the lab school, etc. are counted into

the ratio of sabbaticals awarded to faculty under a sister policy.

*Point of information*: ISU Faculty take sabbaticals far more often than faculty associates.