**Faculty Affairs Committee**

**Meeting Minutes**

**February 20, 2019**

**6:00 pm**

**Roll Call:**

Chairperson Crowley (present)

Senator Baur (present)

Senator Dawson (present)

Senator Enriquez (absent)

Senator Jenkins (present)

Senator Martinez (present)

Senator Pole (absent)

Senator Woody (present)

Senator Evans-Winters (present)

**Items Discussed:**

1. Policy 3.2.8
   1. Points of Clarification, items to be retained:

- Compensation for a full-year sabbatical (9 months) is half a year’s pay (4.5

months)

- The sabbatical contract confirms the focus of the faculty member’s leave, provides a clear outline of activities, includes a plan for achieving set goals, and indicates the expected outcomes. The presumption is that if the recipient will adhere to the stated plan.

-Accountability system: ASPT review system and School/Department annual review, summary report on sabbatical activities must be submitted to School Director/Department Chair within three month of completion of sabbatical.

-Limitations: Sabbaticals can only be allotted once every 7 years to an individual:

* + - * All applications are accepted but not all are awarded leaves
      * Based on seniority
      * University-wide, only 1 faculty member out of 25 can be on sabbatical in a given academic year

b.) Points of Discussion:

-In response to question from Professor Vickers’ email of November 10, 2017 regarding compensation above contract salary, interpretation is that an individual can’t accept allowances that exceed the contract salary (e.g. housing in a different country). Limitations can make acceptance of a grant problematic and negatively impact the productivity of the leave.

-This led to questions related to other opportunities that might arise during a leave:

-As noted above, grant amount cannot exceed equivalent of 4.5 months of salary. What is the rationale for the 100% cap?

-In addition to salary, insurance and dental, retirement, etc. is being paid during leave period and if you're making supplemental money from an extra job is it unethical?

-Point made: If the university is only paying you half your salary and outside opportunities arise, then why do we concern ourselves? Not restricting activities can be an incentive to do well, take on new opportunities, etc. You may be getting paid to support being somewhere else—doing something else, but you’re still advancing your education and your scholarship.

-Point made: made: Where is the line? When does it become unethical? Is freelance

FAC Minutes, 2/20/2019

work during sabbatical for extra income acceptable (e.g. consultancy related to your field, completing design work for an artist, taking on a part-time or full-time retail job or other labor)? In other situations individuals are able to work outside of the university, they just have to report it

-Question: Is the outside employment disclosure during sabbatical leave required?

- Question: Can the 125% policy noted in Policy 3.2.11 be applied here?

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-Issues to take into consideration: Individuals may be making two housing payments

during this period

-What if your family travels with you?

-Counter: Does the university pay extra if you leave the area? → No

Chair will forward minutes to Associate Provost Catanzaro with request to address these questions:

1. What is the history of the compensation policy and the stated limit to amount of external support a faculty member can secure? (State law? Historical practice? Stated ISU policy? Other?)
2. Given that the 125% compensation policy is within federal guidelines in Policy 3.2.11, why can’t that serve as a precedent for increasing the total compensation to a faculty member on sabbatical leave?
3. How does our policy compare to our peer institutions?
4. What are your thoughts on the ethical questions included in the minutes?