Minutes

Faculty Affairs Committee

February 8th, 2017

6:00 p.m.

Bone Student Center

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

Not Present: Mary Dyck

Guests: Provost Jan Murphy

Call to order: 6:02

Approval of minutes: Minutes from 1/25/2017 were approved.

**3.2.8 Sabbatical Policy**

Possibility of Summer Sabbatical:

Provost says sabbaticals are very possible for 12 month employees rather than 9 month employees. Book keeping part of sabbaticals should be possible. Harder for 9 month employee to take sabbatical in summer.

Provost believes we should have to rewrite policy because we have to think about who is eligible for summer sabbatical. Limit summer sabbaticals to those who are on 12 month employment. All staff other than chairs are on 9 month contracts.

Easier for teachers to take sabbatical during fiscal year because department gains financial support to replace those teachers in classrooms throughout duration of sabbatical. Milner staff are harder to replace as well as financial support would be difficult.

Dallas said nobody has taken sabbatical in the library for 10 years.

AIF funds for the replacements of teachers on sabbaticals but AIF does not fund the replacement of Milner staff.

Milner staff are on a 12 month employment lease so if they take sabbatical in summer, extra pay would be added onto their already salary for those 3 months.

**Junior Sabbaticals**

As more and more junior faculty are being hired, the requests for sabbaticals are going to go up but there is a limit on amount of sabbaticals that can be given out. This would cause extra competitiveness.

President is 150% in support of sabbaticals.

Worry about giving out sabbaticals to junior staff while tenure staff sabbaticals were turned down.

Instead of handing out junior sabbaticals, it would be better to reassign time.

One member said pre-tenure staff should not be trying to do long term research.

You're not going to be denied tenure because their service is average.

If we did a junior sabbatical, would it be universally between all departments or would each department have power to decide how they execute it.

If you take sabbatical, you can't have another sabbatical until a set number of years later. However, if you get a grant, you could buy yourself out.

\*You could apply for first sabbatical after 5 years. But usually not given out until tenure is guaranteed and faculty member is promoted.

Provost believes sabbatical should be given to outstanding faculty rather than staff who are just struggling.

It would be easier to give full semester sabbatical rather drop coursework because it is included in sabbatical policy.

\*Proposal to rewrite procedure to include junior sabbatical. (Will not rewrite)

Make recommendation to Provost about exploring the competitive course-release or semester-release option for junior faculty.

Do inventory on each department to see how each does loads.

Provost will follow up with librarian on sabbatical policy.

Adjourned: 6:55

Submitted by, Febin Chirayath