**Faculty Affairs Committee**

**Meeting Minutes**

**September 11, 2019**

**6:00 pm**

**Roll Call:**

Senator Abbadi (present)

Senator Baur (present)

Senator Campbell (present)

Senator Crowey, chair (present)

Senator Enriquez (present)

Senator Kerber (to join Sept. 25)

Senator Kosberg, secretary (present)

Senator Nichols (present)

Senator Pancrazio (present)

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

Under *Rationale*:

* Paragraph 2 line 4—reversed order to read “…the individual and the University…” to assert primary purpose of sabbatical is faculty development

Paragraph 3—deleted all language related to completing terminal degree since current University practice is to only hire candidates who have completed degree

Under *Procedures*:

* Revised language in item ‘c’ to read: *A person qualifies for a leave after seven years of full-time employment and every seven years of full-time employment thereafter.* New language is more positive and does not imply that a leave is an entitlement.
* Revised language in item ‘f’ to read: *When an individual receives a grant (e.g., Fulbright, National Endowment, or National Science Foundation grant) that is directly related to the focus of the sabbatical project, that person may be granted sabbatical leave with pay, and may accept the grant provided the amount of such grant allocated to salary plus the amount of the salary on leave does not exceed the normal salary for the period of the sabbatical. However, should the amount of the grant exceed the normal salary for the period of sabbatical, the individual may be allowed to accept some amount as summer salary with appropriate planning and institutional approval.*

Under *Proposals*:

* All references to “educational” development and leaves deleted. This is in response to the changes under *Rationale* regarding degree completion.

Under *Priority Categories*:

* Moved, “A project which will result in scholarly or artistic productivity.” to the number one position.
* Deleted the category referring to professional service or administration leaving three priority categories. Language in last category referring to completion of advanced degree/courses requirement for advanced degree deleted.

AY 19-20 committee’s discussion brought out the following in response to these changes:

Explanations for the revisions with questions/comments from committee members

are good, priorities logical.

Questions arose regarding the following sentence at end of *Priority Categories*: **A project supplemented by an external professional grant leading toward improving professional performance will be given special consideration for items 1, 2, and 3 above.**

* What is meant by “special consideration?” Could result in unproductive discussions. Committee agreed to delete it.
* Where does the statement belong? Add to opening paragraph under *Priority Categories*? Move to *Criteria to be Used…*? Question unresolved.
* In the existing policy posted online, it is part of the old priority 3 and is not underscored or in bold type. Crowley will check with Senator Kalter as to the source of this passage and its intent prior to committee action.

The committee moved on to discuss *Procedures* item ‘d.’

* Proposed revision suggests that, 1) leaves are an entitlement, and, 2) a faculty member can bank them for later redemption. This is problematic.
* Departments will have years where more faculty will come up for sabbatical than leave spaces are available because of the hiring process and the way the faculty numbers ebb and flow. There will be thick and thin hiring years, which affects the sabbatical leave timing. In addition, redeeming banked leaves may favor senior faculty and limit access for professional development in newer faculty.
* Unresolved is the question of a 4 or 5-year waiting period for leave application eligibility. AY 18-19 FAC did not resolve this question. Suggestion was made to make the waiting period 5 years to be consistent with *Procedures* item ‘b.’ General agreement to be consistent, no official approval for revision.