**Faculty Affairs Committee**

**Meeting Minutes**

**March 6th, 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 (present)

Senator Woody (present)

Senator Winters (present)

**Items Discussed:**

1. Reviewed questions from the minutes of the February 20th meeting
   1. Should the committee make recommendation to remove the cap?
      1. Ask Sam if there is a legal reason for the cap? Is it an approved federal practice?
      2. How does the IRS treat it? Is it considered compensation?
2. Policy 3.2.8
   1. Point made: The policy puts the person first over the University
   2. General Question: Is there any language in the policy about postponement of Sabbatical leave based off of unexpected circumstances?
   3. Inquiry: Can/Should the reference “Faculty Associate”, in reference to lab school teachers, be included in the policy?
      1. Question to ask Sam
      2. ASPT Document might have some answers
   4. Section 1. Rationale
      1. **First paragraph** lays out the mission
      2. **Second paragraph:**
         1. Contains awkward wording: “Sabbatical leaves are expected of faculty members…”
            1. Alludes to a mismatch between policy and practice
            2. Point of clarification: It is expected that a faculty member will make an effort to apply for sabbatical, but perhaps not expect to obtain one?
         2. Suggestion: Consider moving the statement “Each application will be judged on the basis of the benefit which will accrue to the university and to the individual.” to a different paragraph
            1. Point made: Was the statement positioned here for outside readers such as state legislature so that it makes more sense to them?
         3. Point made: The last paragraph, “Projects shall be evaluated primarily on the basis of creative or scholarly merit and promise.” may be out of date.
            1. It doesn’t match current criteria or values of sabbatical
            2. Chairperson Crowley will work on rewording to try and clarify that sabbatical is an opportunity and not an award
      3. **Third and Fourth paragraph**
         1. Suggestion: Blend the 3rd and 4th paragraph together
   5. Section 2. Procedures
      1. **Part C**
         1. Suggestion: Consider rewording. Clumsy wording allows for an interpretation that a professor can take sabbatical every 4 years
      2. **Part D**
         1. Added by Susan—to be discusses and revised
      3. **Part E and F**
         1. Going to be addressed at a later meeting after Chairperson Crowley has had more extensive conversation with Sam about the subject matter

**Next Committee Meeting on March 27th will go into further detail of the “Priority Category” section.**