

(The Senate and Senate Committees should use the following form for officially communicating recommendations to the Provost. Such committees would include: UCC, UPC and Executive Committee of the Senate along with any other committees which provide recommendations directly to the Provost.)

Senate Recommendation to the Provost

Originating Body Faculty Welfare Committee Originator Dr. David Rieck

Date submitted February 25, 2004 Requested Effective date ASAP

Recommendation To accept the attached proposal for change in sabbatical funding.

Approved by the Faculty Senate on February 24, 2004. Approved policy attached.

Attach any supporting documentation.

Action Taken by Provost:

Date 3/8/2004

☒ Recommendation Accepted ☐ Recommendation Not Accepted

☐ Recommendation returned to Originating Body for further review (see attached)

Disposition for Approved Recommendation:

☐ President
☒ Faculty Senate Chair
☐ Forum Chair
☐ Webmaster
☐ Catalogue Editor
☐ Student Handbook Editor
☒ Faculty Handbook Editor

☐ VP Student Affairs
☐ VP Finance
☒ School Deans
☐ Graduate Council
☐ Provost Council
Other: _____

*Copies to
Sent
3/9/04
those
indicated*

Signature: David H. Buchanan



Proposal for Change in Sabbatical Funding
Faculty Welfare Committee
February 4, 2004

Rationale:

The Faculty Welfare Committee would like to find a way to address a profound inequity between departments regarding ability to have sabbaticals. Academic departments offering courses with multiple sections can more easily cover sabbaticals by eliminating sections and/or increasing the size of remaining sections. Departments with many adjunct faculty can also more easily add additional sections as needed if enrollments are high and thus camouflage additional expense incurred due to a sabbatical. Some departments are too small to have multiple sections, and there are some disciplines so specialized or in market demand that there are no available adjunct faculty with the appropriate expertise. Thus, there are departments on campus in which faculty routinely have a sabbatical every seven years, and there are departments on campus in which some faculty have never had a sabbatical and/or cannot realistically have a sabbatical in the year in which they are first eligible.

In November 2003, the Faculty Welfare Committee met with the Provost to discuss this inequity. The Provost is willing to create sources of funding for sabbaticals which would be available to all departments on campus and which would be apportioned according to "need". (For example, large departments may not need any funding to cover a sabbatical and small departments may need the entire workload of the faculty member to be covered.) He asked that the Faculty Welfare Committee draft a procedure for the Senate by which such a funding source could be administered.

Nothing in this proposal should be construed as attempting in any way to prevent the departments that can ordinarily cover sabbaticals from continuing to allow faculty in those departments to take sabbaticals in their usual manner. This proposal is strictly designed to provide a funding source for departments unable to cover a sabbatical without unusual expenditure.

Proposed Procedure for Approving Sabbaticals Using a Funding Source

1. All sabbatical proposals should be judged on the merits of the proposal on a "need blind" basis. Department chairs/deans should provide a realistic description of how the sabbatical will be funded. This will be considered separately, and the department chairs/deans will be expected to adhere to the plan unless circumstances change extraordinarily.
2. Sabbatical proposals should be evaluated by the deans and provost based on the merits of the proposal and the time passed since the previous sabbatical was taken. Since the amount of time since the last sabbatical will become a crucial piece of the evaluation, the sabbatical application should be amended to include the number of years of active service since the last sabbatical, not just the date of the last sabbatical. Evaluation should not consider the amount of funding needed.
3. The Provost will establish a fund to pay for sabbaticals. Based on the evaluation of sabbatical proposals, the sabbaticals will be funded in order to maximize the number of faculty who can take a sabbatical in any given semester while simultaneously addressing all equity issues. If department chairs/deans have adequately demonstrated that a sabbatical truly requires no funding, then these sabbaticals should be automatically approved, provided that they meet all other criteria for approval.

Respectfully submitted,

Dr. Diane Davis, Chair, Faculty Welfare Committee