

Recommendation for Change in By-Laws
Faculty Welfare Committee
September 14, 2004

Rationale

Historically, almost all faculty who applied for sabbaticals were approved and able to take their sabbaticals “on time”. In recent years and in the foreseeable future, that is no longer true. When a current member of the Faculty Welfare Committee is also applying for a sabbatical, past practice was that the member left the room while the proposal was being evaluated. The member applying for sabbatical did not participate in any discussion or voting to determine whether or not the sabbatical was endorsed by the committee. Currently, the committee has decided to exclude the member from the whole process. This has the disadvantages of eliminating an entire point of view from the discussion and the potential to have a significantly small number of people making decisions. (Example: Spring 2004, two committee members were applying, leaving only four people to discuss the proposals. One of the two people applying was the only representative from the business school, so this expertise would be entirely missing.)

The Faculty Welfare Committee has taken the position that each sabbatical proposal will be evaluated individually and on its own merits and that the committee will at no time rank the proposals submitted. This should theoretically result in a fair process even when someone on the committee is also applying for sabbatical. However, given the current situation in which some proposals do not get approved, the committee feels that it is essential that any perception of undue influence or inequity be removed. We are recommending that the By Laws be amended to include a restriction for the committee that members cannot apply for sabbatical during their term on Faculty Welfare. This is a similar restriction to the Promotions Committee which does not allow current members to apply for promotion, so there is certainly precedent for this recommendation.

Secondly, there are faculty who have expressed an interest in changing the composition of the Faculty Welfare Committee to include school representation. Currently, all six members are elected at-large. The Faculty Welfare committee did an informal e-mail survey of the Perdue School and the Seidel School to determine 1) interest in changing the composition of the committee to include schools and 2) commitment on the part of faculty to fill these seats when the schools are small. Respondents to the survey were asked to only recommend school representation if they felt that the school would be willing to provide it. Survey results are:

Perdue School:	10 for school representation, 1 liked school representation, but was unsure if seats could be filled
Seidel School:	4 for school representation, 1 liked school representation, but was unsure if seats could be filled, 1 against school representation

Many faculty recommended that people be appointed or elected from an at-large pool if the school failed to fill the seat, but the mechanics of that are unclear. Since the

prevailing sentiment seems to be for school representation, the Faculty Welfare committee is recommending that the membership composition be changed.

Current By Laws:

The committee shall have six voting members: six members of the faculty (excluding librarians) elected at-large serving three-year terms: two retiring annually, no fewer than two of whom are tenured. Should an elected faculty member not be the Designated Senator, a non-voting Designated Senator shall also serve on the committee. The committee shall elect its chairperson annually.

Proposed Amendments (in bold):

Option 1: Only change the membership to exclude members applying for sabbaticals

The committee shall have six voting members: six members of the faculty (excluding librarians) elected at-large serving three-year terms: two retiring annually, no fewer than two of whom are tenured. **In addition, faculty members serving on this committee shall not apply for sabbaticals during the period of their service on the committee.** Should an elected faculty member not be the Designated Senator, a non-voting Designated Senator shall also serve on the committee. The committee shall elect its chairperson annually.

Option 2: Only change the membership to include school representation

The committee shall have six voting members: six members of the faculty (excluding librarians), **four elected by and from their respective schools and two elected at-large**, serving three-year terms: two retiring annually, no fewer than two of whom are tenured. Should an elected faculty member not be the Designated Senator, a non-voting Designated Senator shall also serve on the committee. The committee shall elect its chairperson annually.

Option 3: Change the membership to include school representation and to exclude members applying for sabbaticals

The committee shall have six voting members: six members of the faculty (excluding librarians), **four elected by and from their respective schools and two elected at-large**, serving three-year terms: two retiring annually, no fewer than two of whom are tenured. **In addition, faculty members serving on this committee shall not apply for sabbaticals during the period of their service on the committee.** Should an elected faculty member not be the Designated Senator, a non-voting Designated Senator shall also serve on the committee. The committee shall elect its chairperson annually.