

Faculty Handbook Revision Committee  
May 25, 2016

**Members Present:** Cynthia Holthaus, Marc Fried, Matt Arterburn, Laura Stephenson, David Sollars, Pat Munzer, Randy Pembroke

**Discussion:**

We discussed the section that describes Sabbatical. David proposed adding language to the restrictions section, C. 3.a.2, to allow faculty to be paid by other schools. This practice happens in business where sometimes faculty want to do professional internships, like work at an accounting firm. We discussed how they are paid and incentives for these situations.

The more common situation is faculty serving as a visiting professor somewhere else, but occasionally, they do professional internships as part of their professional development. This sort of thing may also occur in Allied Health professions. One person asked if this conflicts with the general prohibition against accepting outside employment and Marc determined there was no conflict as written. The Committee was in favor of adding the proposed language to the edits to Section Five and Six.

Next, we discussed defining eligibility for sabbatical? As written, the eligibility is broad. Laura said we have lecturers who have taken sabbatical; librarians and tenure track faculty who have been here for six years are also eligible as written. Not everyone on the Committee knew that it was possible for faculty other than tenured to get sabbatical. The maximum number of possible sabbaticals each year is 4% of full-time eligible faculty, and about 80-90% of apps are granted. There are tenure track faculty who sit on the sabbatical committee. Some Committee members opined that only tenured faculty should be on the committee, but someone asked if it's strange to have a committee be tenured but anyone can have sabbatical. Others said no because it's helpful to have the senior perspective and wisdom of the tenured academics.

Someone pointed out it seems like we've been removing barriers in handbook changes, but this doesn't follow if we restrict sabbatical eligibility to tenured faculty. Pat is okay with lecturers being eligible. Someone asked if lecturers should be required to do a sabbatical related to improving their teaching. For some, that's not always their primary duty. It depends on their position, some do more research or service and a sabbatical would help them be eligible to apply for or be moved to a ranked position.

Who should be eligible? Right now, defined as faculty members who are full time faculty for 6 years. The challenge is with groups like librarians, who often teach. Are they faculty? Difficult with FLSA reviews and how people are classified for this- it would be tricky to define them differently for that purpose than for this. We need to decide which categories apply to sabbatical. It should be clear so people don't feel they are "less than" and able to apply but always turned down.

Librarians are treated more like faculty now, as they are now on Faculty Senate. There is a much larger group of librarians who do different things, like teaching or sitting in on classes, it's not straight forward to define them as before. There is a lot more coursework in library now, along with student support and information literacy. The role of a librarian has changed. This fact was acknowledged, and a concern was also voiced with watering down "faculty" by including everyone who teaches or supports students.

Next time, we will have the list of definitions so we can determine categories of eligibility.

**Decisions:**

- We will add David's proposed language to the edits to move forward.
- At the next meeting, we will discuss eligibility for sabbatical.

**Next Meeting: Wednesday, June 8 at noon in Morgan 200-A**