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## DOC 1987-01 Sabbatical Leave

University of Dayton. Faculty Affairs Committee

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Senate Document No. 87-1

Pertains to Document #81-5

PROPOSAL TO THE ACADEMIC SENATE

TITLE Sabbatical Leave

SUBMITTED BY Faculty Affairs Committee

DATE February 5, 1988

Indicate the action required: Legislative, Concurrence, or Consultative, and refer to the appropriate reference in the Senate Constitution (Article IIB, 1, 2, 3).

ACTION IS: Legislative REFERENCE IS: II B, 1.c.

DESCRIPTION OF PROPOSAL: State objectives, rationale, and how proposal is to be implemented

The Faculty Affairs Committee proposes that the current Sabbatical Leave Policy be continued in its present form for an additional three year period. A more detailed discussion of the Committee's study of the Policy is attached.

November 10, 1987

REPORT OF THE FACULTY AFFAIRS COMMITTEE  
REGARDING THE UNIVERSITY SABBATICAL LEAVE POLICY

A Sub-committee of the Faculty Affairs Committee has reviewed the University Sabbatical Leave Policy. The review included the consideration of the text of the Policy as adopted in 1984, consideration of a draft of a memorandum for the renewed authorization of the Sabbatical Leave Program prepared by Dr. Donatelli, and a meeting with Dr. Donatelli to obtain further information regarding the implementation of the Sabbatical Leave Program since 1984. Finally, the full Committee considered and discussed the report on the operation of the Program which was prepared by the Sub-committee.

The Committee supports the proposals contained in Dr. Donatelli's proposal. That is, the Committee believes that the Sabbatical Leave Policy should be renewed for an additional three-year period. Further study of the Policy should be undertaken in the third year of the renewal period and prior to its expiration. Study of the Policy at that time should prove more helpful than a current study. At present, the Provost's Office has not compiled information regarding the use of the Policy by eligible faculty. Since the policy provides a "three-year window" during which faculty may seek a sabbatical leave, only now could the office begin to determine the number of faculty who do not seek any sabbatical leave. Each year hereafter, another group of faculty will have reached the final year of their term of eligibility for a sabbatical leave. Thus, the Provost's Office will be in a better position to compile appropriate information with respect to the actual use of the Policy by the faculty in the immediate future. Since this information is not being systematically compiled at this time, the Committee recommends that appropriate record keeping procedures be instituted in the Office of the Provost. Among the information that should be compiled are statistics showing the number of faculty failing to seek a sabbatical leave, the year in which faculty members who seek a leave do so (i.e., whether in their first, second, or third "window" year), and some effort to ascertain the reasons why some faculty have chosen not to take part in the program.

The Committee feels strongly that the University's financial support for the Program should be increased to a level sufficient to consider the Program "fully funded." The funding level required to accomplish this goal is set out in Dr. Donatelli's proposal.

The Committee also proposes that some consideration be given to permitting faculty members to "opt out" of the process at their option. In other words, a faculty member who does not intend to take a sabbatical leave during the three year period of his or her eligibility would be permitted to opt out of the "class" of faculty members eligible for sabbatical leave and

return to the "bottom" of the list of faculty members eligible for a sabbatical. In this way, the faculty member could get back on the sabbatical track immediately without having to wait for the conclusion of the three year window. The Committee also recommends that the Office of the Provost notify faculty members who are not yet eligible for sabbatical leaves that their three year eligibility for a sabbatical leave is upcoming in the next academic year. This would provide a greater opportunity for interested faculty members to plan appropriately for a sabbatical leave rather than postponing those planning efforts until the faculty member is eligible for the leave.

In other respects, the Committee believes that it is too early to arrive at any conclusions regarding the effectiveness of the program. Nonetheless, all current indications are that the Program is working well and efforts should be made to expand the program if at all possible.