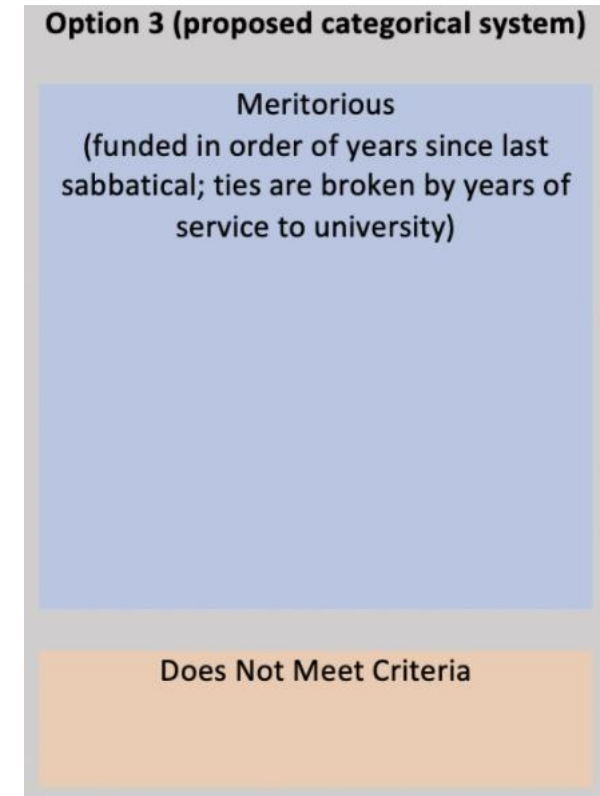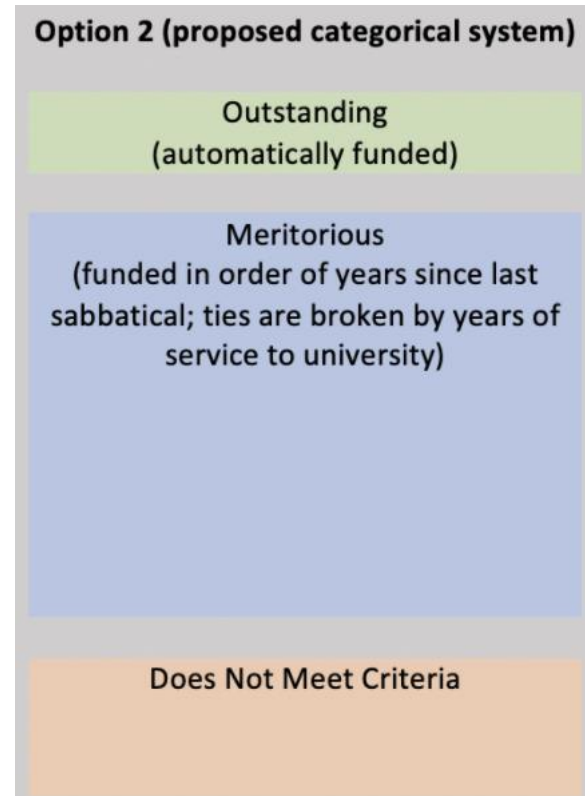# Sabbaticals

Revisions to 1375

Concerns over the current Sabbatical System.

- A referral was submitted to the Faculty Affairs Committee to alter the nature of fully funded semester-long sabbatical awards for three main reasons:

  - One, the leave committee members are tasked with ranking proposals from a wide array of disciplines, most of which are outside their fields.
    - projects range from those aimed at producing works of art to those aimed at research in the sciences.
  - Two, there are concerns about bias within the process, given that most disciplines and departments are not directly represented on the committee.
  - Three, there are concerns about the demoralizing effect of submitting a meritorious proposal but not receiving funds based on small ranking differences.

The FAC surveyed the TT faculty about three options.

Option 1 (current ranking system)	Option 2 (proposed categorical system)	Option 3 (proposed categorical system)
Ranked on Merit Only 1st 2nd 3rd 4th 5th 6th Etc. All proposals ranked and sabbaticals distributed starting at top until all available funds have been used.	**Outstanding** (automatically funded) **Meritorious** (funded in order of years since last sabbatical; ties are broken by years of service to university) Does Not Meet Criteria	**Meritorious** (funded in order of years since last sabbatical; ties are broken by years of service to university) Does Not Meet Criteria

Option 1: Maintain Current System – All proposals ranked.

Option 1 (current ranking system)

Ranked on Merit Only

1st
2nd
3rd
4th
5th
6th
Etc.

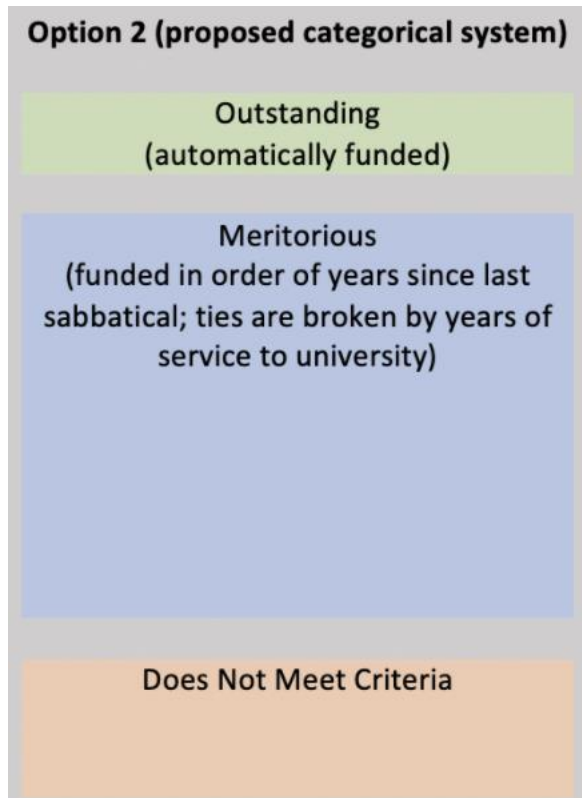All proposals ranked and sabbaticals distributed starting at top until all available funds have been used.

Option 1

		Frequency	Percent	Valid Percent
Valid	Like a great deal	33	11.1	12.3
	Like somewhat	46	15.5	17.2
	Neither like nor dislike	40	13.5	14.9
	Dislike somewhat	72	24.2	26.9
	Dislike a great deal	77	25.9	28.7
	Total	268	90.2	100.0
Missing	System	29	9.8	
Total		297	100.0	

If you had to rank your preference for these systems, which order would you prefer? - Option 1 (current merit ranking only)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	57	19.2	22.1	22.1
	2	57	19.2	22.1	44.2
	3	144	48.5	55.8	100.0
	Total	258	86.9	100.0	
Missing	System	39	13.1		
Total		297	100.0		

Option 2: Northridge Model

Option 2 (proposed categorical system)

Outstanding (automatically funded)
Meritorious (funded in order of years since last sabbatical; ties are broken by years of service to university)
Does Not Meet Criteria

Option 2

		Frequency	Percent	Valid Percent
Valid	Like a great deal	53	17.8	20.0
	Like somewhat	98	33.0	37.0
	Neither like nor dislike	35	11.8	13.2
	Dislike somewhat	54	18.2	20.4
	Dislike a great deal	25	8.4	9.4
	Total	265	89.2	100.0
Missing	System	32	10.8	
Total		297	100.0	

If you had to rank your preference for these systems, which order would you prefer? - Option 2 (proposed new categorical system WITH outstanding category)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	77	25.9	29.8	29.8
	2	148	49.8	57.4	87.2
	3	33	11.1	12.8	100.0
	Total	258	86.9	100.0	
Missing	System	39	13.1		
Total		297	100.0		

Option 3: Modified-Northridge Model

Option 3 (proposed categorical system)

Meritorious
(funded in order of years since last sabbatical; ties are broken by years of service to university)

Does Not Meet Criteria

Option 3

		Frequency	Percent	Valid Percent
Valid	Like a great deal	119	40.1	45.2
	Like somewhat	64	21.5	24.3
	Neither like nor dislike	18	6.1	6.8
	Dislike somewhat	25	8.4	9.5
	Dislike a great deal	37	12.5	14.1
	Total	263	88.6	100.0
Missing	System	34	11.4	
Total		297	100.0	

If you had to rank your preference for these systems, which order would you prefer? - Option 3 (proposed new categorical system WITHOUT outstanding category)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	124	41.8	48.1	48.1
	2	53	17.8	20.5	68.6
	3	81	27.3	31.4	100.0
	Total	258	86.9	100.0	
Missing	System	39	13.1		
Total		297	100.0		

Based on this:

We wrote the proposed sabbatical policy based on Option 3. Again, on this proposal:

a) The university leave committee does not rank proposals against each other, but simply determines whether proposals have met criteria and have been deemed "Meritorious."

b) If institutional support for sabbatical leave is insufficient for funding all "Meritorious" proposals, then the committee's suggestions to the Provost are determined by time since last sabbatical (or, for tenure-track faculty that have never had a fully-funded sabbatical, time since hire), then total years of service. If ties still exist, they are broken by lot.

Feedback and Updates

- The only feedback the committee received concerns those who might have a time-sensitive need for sabbatical due to externally-funded travel-related concerns. Thus, we added the following:

- "This recommendation will also include a suggested funding order for proposals, to be used only in the event of insufficient institutional support for sabbatical. Applicants who have secured external funding for proposal-related travel will be given priority. Subsequent ordering will be based on years of accrued service since applicants' last fully funded semester-long sabbatical leave, or, for applicants…."

Again,

- On the new proposal, the Leave Committee will still have to review applications to make sure they meet the criteria to count as meritorious.

- Also, it should be noted that all applications for sabbatical leave for two semesters in length shall be approved (CBA 27.10b).