

Summary of Senate Proposed Changes to CNU Sabbatical Policy

Proposed Changes to CNU Sabbatical Policy

- Increasing the number immediately to 10 and eventually to 27 (10 percent of our target faculty)
- Scholarship will be given preference over Development
- Faculty members are expected to take a sabbatical leave on average every 10 years
- There will be a minimum of seven years between sabbatical leaves
- Sabbatical leaves will be funded at 100 percent of full salary for one semester or 60 percent of full salary for two semesters
- Faculty must commit to remain at CNU for a minimum of two years after returning from sabbatical leave.
- Within one semester of returning from sabbatical, faculty members are expected to submit a report on their activities along with the product of those activities (article, book, play etc.) where appropriate to their academic dean.

Proposed CNU Junior Faculty Research Leave

- Faculty may take JFR leave in their 4th or 5th year at CNU.
- JFR leaves will be funded at 100 percent salary with a two-course reduced load (and a two day per week teaching schedule) for one academic year or one semester with no teaching duties
- A minimum of seven years must elapse before taking a sabbatical leave
- Faculty must commit to remain at CNU for a minimum of two years after returning from JFR leave.
- Within one semester of returning from JFR leave, faculty members are expected to submit a report on their activities along with the product of those activities (article, book, play, etc.) where appropriate to their academic dean.

Rationale for Implementing the Proposed Changes

In its statement of principles on leaves of absence, the AAUP (1995) states:

Leaves of absence are among the most important means by which the teaching effectiveness of faculty members may be enhanced, their scholarly usefulness enlarged, and an institution's academic program strengthened and developed. A sound program of leaves is therefore of vital importance to a college or university, and it is the obligation of faculty members to make sure of the available means, including leaves, to promote their professional competence. The major purpose is to provide opportunity for continued professional growth and new, or renewed, intellectual achievement through study, research, writing, and travel.

Rationale for Changing Sabbatical Policy

The Faculty Senate of Christopher Newport University agrees with the AAUP on this matter and recommends changes to the current sabbatical policy that will foster a culture of sabbatical renewal in our academic community.

The senate wishes to stress that sabbatical leave should be tied to a specific project that benefits the university community as well as the individual engaged in the research or creative development.

Sabbatical Activities

In *The Sabbatical Mentor: A Practical Guide to Successful Sabbaticals*. (Boston: Anker Publishing Company, Inc.) K.J. Zahorski suggests four types of activities appropriate to sabbatical leave: 1) opportunity for scholarly enrichment 2) to improve teaching 3) to promote course and curriculum development and 4) to enhance artistic performance and creative growth.

The Faculty Senate believes that leaves should be granted giving first priority to activities falling under 1 (stipulating that the production of a creative work falls under 1).

Rationale for Establishing Junior Faculty Research Leave

Given the research demands for tenure, we wish to allow junior faculty to access their leave early when they need to do so to complete research projects prior to tenure and promotion reviews. Junior faculty in tenure track appointments will be allowed to take leave in their 4th or 5th academic years at the university. They will in essence be borrowing from future sabbatical leave, as they will have to wait an additional 6 years after completing their research leave before applying for their first sabbatical leave. As the “bubble effect” may prohibit granting this option to all junior faculty in a

given year as well, we are asking that a minimum of 5 JFR leaves be granted for the next academic year and that that number be increased as is financially feasible.

Institutions with such programs include the following:

Colgate University offers a pre-tenure mini-sabbatical with a 2/5 teaching reduction between the 3rd and 6th year.

Bryn Mawr has a junior faculty program that grants one year of leave for research after an intensive teaching program for new faculty members. A fund also exists to provide 2-3 faculty with a year long leave at 80% of salary rather than 50%.

Policies at Peer and Aspirant Peer Institutions:

Truman State University:

A sabbatical leave should benefit both the faculty member and Truman. The purposes of paid leaves are to pursue advanced study, conduct research studies, undertake appropriate educational travel, or secure appropriate professional experience.

Compensation:

Compensation for sabbatical leaves is based on a percentage of the monthly salary from the last full semester of service prior to the beginning of the leave. For leaves of one semester the compensation rate is 100 percent of salary, for two-semester leaves the rate is 80 percent of salary. Time spent on sabbatical leave shall be considered as time in rank for the calculation of years of service for promotion. Members on sabbatical leave shall have salary increases continued at a rate commensurate with those on non-sabbatical appointments.

Hampton Sydney:

Research Support and Leaves

1. Sabbatical Leave Program: Any tenured member of the faculty above the rank of instructor who has served six years or more as a full-time member of the teaching staff is eligible for a sabbatical leave to carry on activities which will enable him or her to be a more effective faculty member.
 - a. Sabbatical leaves must be separated by at least six years or more of full-time teaching service at the College.
 - b. Requests for sabbatical leave, including a detailed outline of the proposed project and a statement from the department Chair relative to the manner in which the faculty member's responsibilities will be assumed during his or her absence, should be made to the Dean of the Faculty in the fall semester of the year preceding the proposed sabbatical. The granting of such leave is the decision of the President upon the advice of

the Dean of the Faculty and with the counsel of the Committee on Professional Development.

- c. Sabbatical leaves are normally for one semester at full salary, or two semesters at half salary.

Cornell University:

Sabbatical Leave

When faculty members have been employed by the university continuously for at least twelve semesters, excluding summers, and have held one or more of the titles of professor, associate professor, or assistant professor, and have been elected to tenure, the dean may grant them sabbatical leaves of absence for one year at half pay or one term at full pay, for the primary purpose of increasing the value of their further services to the university.

Colgate University:

Sabbatical leave is automatic for tenured faculty every seventh year. The funding is 100% of salary for one semester or 50% of salary for two semesters.

Bryn Mawr:

Sabbatical leave is automatically granted every seventh year, or one semester after six semesters. However, if second option is used, second sabbatical must be at least six years after initial semester sabbatical. The funding is 100% of salary for one semester or 50% of salary for two semesters.