

**Dec. 10, 2003 – Sent to President**

**Jan. 13, 2004 – Pending**

**Feb. 10, 2004 – Items 1, 2, 3, 5, and 6 approved. Item 4 not approved.**

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	<b>Amended By</b>	<b>Passed</b>	<b>Failed</b>
<b>Recommendation No.</b> <u>03-12-03-FAC</u>	1. _____	_____	_____
<b>Moved By:</b> <u>Faculty Committee</u>	2. _____	_____	_____
<b>Seconded By:</b> _____	3. _____	_____	_____
<u>  X  </u> <b>Passed</b> <u>      </u> <b>Tabled</b> <u>      </u> <b>Failed</b>	4. _____	_____	_____

**Title:** Sabbatical Leave Policy

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**The Faculty Council Recommends to President Schmidly that:**

1. The Provost communicate in writing to the Deans and the general Faculty that, though the usual sabbatical proposal would normally include a substantial percentage of the time be spent away from the home campus, serious consideration will be given to proposals without such extended time away from campus provided that the project proposed is worthy and would more likely be completed without relocation.
2. In addition to insurance and TIAA-CREF benefits, the university agree to make contributions to OTRS retirement plans at the level of the full-time salary of faculty who are taking a reduction in salary for their sabbaticals.
3. The university agree to treat royalties for all copyrighted materials produced by faculty while on sabbaticals in the same manner as they would if the same materials were produced by faculty while not on sabbatical.
4. The university make it an immediate and high priority to solicit funds for an endowment to supplement sabbaticals so as to avoid financial hardship for faculty taking sabbaticals and to make it more likely that there will be a larger number of sabbaticals and that the projects planned for the sabbaticals would be carried out successfully. These funds, under the direction of the Vice-President of Research, could be used to provide relocation costs, living expenses (so that faculty don't have to pay home mortgage and rental costs simultaneously), allowances for travel while on sabbatical (to reach places where research must be completed, to consult with experts, to collaborate on their work with other professionals, or to discuss their work with them), to purchase any needed equipment that might not be available (laptop computer), etc. These expenses would be requested at the time of the proposal, but could also be requested after the sabbatical began. We suggest that the university aim at designating a \$1 million endowment for this purpose beginning in FY05 and that the endowment be brought to a full \$5 million by FY07. As the endowment increased, some of the funds could also be used to subsidize departments that were having difficulty dealing with

the absence of those faculty who were on sabbatical (for example needing certain courses taught or simply greater teaching power to cover normal commitments).

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5. The university begin publication of a document, similar to, but separate from, “Research Reports” that would compile faculty reports on sabbaticals for dissemination to the general university community, the Regents, and to the legislature and general public in order to gain support for this vital program of the university.
6. The university should specifically ask Deans to report on the robustness of the sabbatical activity in their college each year during their annual review.

**Rationale:**

A task force report was prepared in 2000 for the Faculty Council detailing the difficulties with sabbaticals at OSU. However, despite a lot of good will the problems continue.

- a) We still rank at the bottom of the Big 12 with respect to the percentage of faculty taking sabbatical leave (see chart).
- b) There is a widespread belief that sabbaticals that do not include a provision for substantial time away from the home campus have no chance of being approved, and so many faculty who have specific writing projects that they may simple need extended time to complete, but who have circumstances that would make it extremely difficult to spend a significant time away from home, simply skip submitting proposals.
- c) There are documented instances where faculty did not take sabbaticals because they wanted to write textbooks or produce other copyrighted materials. The faculty member would collect the royalties on such publications if they were to produce them while conducting their normal activities (when it may take much longer to find the time to do this work) but since that was their major activity during the sabbatical, the university would claim it was contract work and claim all monetary rights to the materials.
- d) Were the university able to provide extra support for faculty on sabbatical and eventually even make it easier on departments to deal with the absence of a faculty member, there would be even more enthusiasm for proposals both on the part of the faculty members and also on the part of the administration of the department and the college.
- e) It is necessary to communicate the great benefits of the sabbatical leave program since it seems that it is not well understood outside of faculty circles.