

MINUTES OF THE FACULTY SENATE MEETING
TUESDAY, NOVEMBER 11, 2004
RESEARCH BUILDING AUDITORIUM
(approved 12/15/04)

PRESENT: Andrews, Arend, Bates, D. Betz, P. Betz, Clarke, Davis, Diamond, Fink, Friedman, Glazer, Haramati, Hirsh, Iglarsh, Keesling, Larsen, McFadden,S.J., Moscovitch, Mueller, Oakley, G. Owens, J. Peck, Ronkainen, Shad, Tilden, Tinkcom, Tyler, Vroman, Walters, Walker,

ABSENT: Aleinikoff, Bloch, Bonanno, Bondurant, Doug Brown, Byrne, Cleary, Cohn, Cumby, Dimolitsas, Engler, Ernst, Furth, Gale, Gallucci, Goldfrank, Haft, Hauser, Hussey, Joyner, Kertesz, Lieber, Lightfoot, Lamiell, Linafelt, Little, Malekzadeh, Mastorivich, McAuliffe, McCabe, Moran Cruz, J. Murphy, C. Norton, A. O'Donnell, J. O'Donnell, Pedrick, Pfeiffer, Richmond, Ross, Salles-Reese, Sandberg, C. Sanz, Shedel, Sistrunk, Sitterson, Taylor, R. Thomas, Verbalis, J.P. Walsh, S.J., T. Walsh (sabb), Weidenbruch, Weiss Witek,S.J.

GUESTS: Stefani Blair (Blue & Gray); Linda Clerch; Jag Kanwal; Marcia Mintz; Gloria Massaro; Vikram Agrawal & Erika Pagand (GUSA),

The meeting was called to order at 4:20 p.m. Two representatives from GUSA were introduced. The minutes of the October 12 meeting were approved.

There has been some concern expressed that the new health plan covers too few doctors who were covered under the old health plan. This was particularly noticed by professors at the Law Center. There will be town meetings on each campus next week to discuss the new health plan. That will be the forum to express concerns.

The Governance Committee, led by Tony Arend, is revising the Faculty Handbook. Today we are looking at their proposed revision of the sabbatical leave policy. (Handouts: Sabbatical leave policy from the 1999 Faculty Handbook; Proposed revision of Sabbatical leave policy.)

A problem was noted with the language in the first paragraph of section 2 (Eligibility) regarding the wording "nor require the clock for eligibility to restart". It seems ambiguous. The committee will work on fixing the wording.

Another problem: The second paragraph of section 1 (Purpose and Terms): It is ambiguous vis a vis benefits when you are on a year sabbatical and your salary is halved. We will work on that paragraph.

It was suggested that it should say '12 semesters', not '6 years or 12 semesters'. Later on in the discussion, it was suggested that better wording would be '6 academic years or 12 semesters'. This would then work for all the campuses.

It is stated that faculty going on sabbatical must return to the University for at least one year following the sabbatical, but nothing is stated about returning after other types of

leave. However, there is no obvious reason why faculty should be required to return after an unpaid leave.

The question was asked of funding of sabbaticals with a grant: if it's routed through the University, then do you have to pay it back if you don't return? To address this, we can say that you would only pay back any money received that originated from GU funds.

It was suggested that we specifically state that the leave policy applies to tenure-track faculty on all campus.

The question was asked whether it applies to non-tenure track faculty, particularly on the Medical Campus, who may be long-term faculty members. We will check into that.

What about people taking maternity leave for two months? At the end of the seventh year, you would be two months short and wouldn't be able to take your sabbatical until the following year. The governance committee will try to add language so that some fraction of a semester might not count as "leave" for the purposes of counting the clock till your sabbatical.

If you take family care leave, and take a semester off, should that semester count towards the seven years towards your sabbatical? We'll check and see what other universities do.

Proposal: If you are on a *paid* leave, it counts towards your eligibility for a sabbatical.

Professor Davis urged all to look over the handbook and make suggestions for improvement.

The meeting adjourned at 5:15 p.m.

RBF/jhg