



Sabbatical Review Committee
Friday, March 3, 2023
11:00-12:00
T. Boyd 35J

Agenda

- I. Call to Order 11:04
 - a. In attendance:

- II. Roll Call
 - a. In attendance: Robb Brumfield, Kenneth Lopata, Olivia Lucas, Michael Pasquier, Sarah Rosser, Clint Wilson, Michelle Zerba

- III. Approval of Minutes from February 17, 2023, Meeting
 - a. Revised minutes approved

- IV. Public Comments on Agenda Items

- V. New Business
 - a. Meet with HR Specialist to address matters related to leave with and without pay and stopping and starting the clock
Ryan Landry answered following questions: How does the University currently handle the discrepancy between PM-12 "six continuous years of service on the campus without having received leave with pay," and PS-12 "six years of service on the campus without having received leave with pay,"? Does Academic Affairs act upon one version or the other in determining sabbatical leave?
 - i. Committee should present recommendation to remove the word continuous from PM-12.
 - ii. Leave without pay to pursue education does not count as a break in service.
 - iii. Faculty who are working on a grant funding should not be considered as taking a break in service, especially if they are still working on campus. This would count toward the six years.
 1. Working off of campus, out of the country, etc. is still unclear
 2. Should we attempt to define this?
 3. Are you engaged with your job description? This argues to leave the wording "on campus" out of the language
 4. Suggestion: six years of service for LSU
 5. Suggestion: not let HR terms/those that live in workday

drive the work of the committee

- iv. FMLA leave: is the faculty still engaged with work? Does any time on FMLA leave not count towards six years of service?
 - 1. Difficult to work in this language because of the variation of FMLA leave time
 - a. These are all rare cases, perhaps best left to judgement
 - 2. Consider what constitutes meaningful work by faculty
- b. Statement by Sarah Rosser regarding Instructor eligibility for sabbatical
 - i. If we were to keep language in policy, onus would fall upon department chairs and deans, potentially making this more difficult for deans and chairs.
 - ii. The issue of job description makes keeping sabbatical for instructors difficult.
 - iii. This may create issues as news spreads up to legislature that we have a policy that grants sabbatical to instructors.
- b. By next meeting, formal vote on revision and come up with language of what it is we are proposing.
 - i. Vote on whether we keep it or revise it
 - 1. If we keep, the work of the committee is done.
 - 2. If we decide not to keep it because of the vote, we have to come up with the language of the revision.
 - 3. Gives us one week for crafting the recommendation.
- c. For next meeting: come up with annotated itemized list of issues on which we are voting
 - i. Exchange emails over the week to come up with itemized list.
 - 1. We are only dealing with introductory paragraph
 - 2. 3/10 at 11
 - 3. Adjourned at 12:12