

MEMORANDUM OF RESOLUTION

TO: Fort Wayne Senate

FROM: A. Nasr, Chair
Executive Committee

DATE: October 3, 2022

SUBJ: Review of Sabbatical Application Rubric Developed by PDS for 2022-2023

Whereas, due to irregularities with the way that sabbatical applications were reviewed during the 2021-2022 academic year, Senate EC asked Senate FAC to review the process and make recommendations for improvement (SD 21-15);

Whereas, Senate FAC made recommendations to improve the process (SD 21-39) and that document was unanimously approved by Senate at the April 2022 meeting;

Whereas, it was the hope of the Senate EC that the review process itself and the guidance from FAC would help PDS develop a fair rubric to evaluate sabbatical applications, given the important role that sabbaticals play in the professional life of faculty, especially faculty with additional responsibilities that make it difficult for them to consistently dedicate time for research;

Whereas, PDS came up with a rubric and announced it on September 20th, while deadline for sabbatical applications to PDS was set for October 7, with earlier deadlines set by departments to ensure that the applications were able to be reviewed by department committees, chairs, and deans;

Whereas, the rubric PDS developed does not align with SD 21-39;

Whereas, for example, the rubric includes the following section:

Evidence of “Scholarly Productivity in Recent Years”

Senate Document SD 06-14 states: “A sabbatical leave is not a leave which a faculty member automatically earns by having been employed for a given period of time. Rather, it is an investment by the University in the expectation that the sabbatical leave will significantly enhance the faculty member’s capacity to contribute to the objectives of the University. For this reason, all periods of sabbatical leave count as full-time service to the University and will be approved only if there is adequate reason to believe that they will achieve this purpose. Candidates should know that the way this belief is evaluated will be based on the presentation (via narrative, CV, and/or department support letters) of a candidate’s scholarly productivity in recent years.”

Whereas, the rubric ends its long quotation before the sentence in 21-39 that quite significantly alters the meaning and emphasis of this paragraph, namely “If a candidate has devoted considerable time to service, teaching-related work, or other activity at the expense of research productivity, they should plan to explain this.”

BE IT RESOLVED, that PDS goes back and reviews its rubric, revising it again to align with both the letter and spirit of SD 21-39;

BE IT FURTHER RESOLVED, that PDS takes particular care in making sure they properly quote and cite sentences and paragraphs from relevant Senate documents, governing the sabbatical review process;

BE IT FURTHER RESOLVED, that PDS reports the results of its recommendations to Senate EC (including information on total number of applications, total number of positive and negative recommendations; and confirmation that anyone who may receive a negative recommendation from PDS received detailed and timely feedback on their application by January 2023.