

Question Time

At the last Senate meeting in March, Speaker Hile noted reasons for why OAA has decided to change the current sabbatical leave policy OAA 05-5, including how “confusing” current policy is.

Current policy reads as follows:

Eligible in 6th, 13th, 20th, 27th, and 34th year to apply for sabbatical in 7th, 14th, 21<sup>st</sup>, 28th , and 35th year of full-time service. The second or a subsequent sabbatical may be taken as early as 4 years after completion of the previous one, as long as the next leave is scheduled so as not to exceed one every 7 years.

Like other faculty I have consulted, I understood this policy to mean that, by way of example, someone who has, for three previous sabbaticals, taken them in their 7<sup>th</sup>, 14<sup>th</sup>, and 21<sup>st</sup> year could, for the fourth sabbatical, take one in their 27<sup>th</sup> year rather than the 28th. This language, therefore, does not seem to pose any particular confusion.

However, I was told by OAA and the Professional Development Committee that this interpretation is incorrect; instead, only those taking their second sabbatical may take it earlier than seven years. This interpretation is not reflected in the current document OAA 05-5.

Furthermore, the proposed new language of this document has been changed beyond simply clarifying the original meaning and constitutes a substantial change in policy:

For faculty members with academic year appointments, sabbatical leaves may be granted as follows:

- a. after a minimum of six semesters of service, one semester at half pay;
- b. after a minimum of twelve semesters of service, one semester at full pay to two semesters at half pay with pay rate adjusted proportionately for intermediate periods.

My questions are as follows:

1. Why is the current language perceived as confusing?
2. What will prevent such apparent gross misinterpretations of written policy by OAA and PDC in the future?
3. Why is the policy being changed so substantially? Is this to conform to Purdue policy, as stated in the March Senate meeting?

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