

Senate Faculty Affairs Committee
November 27, 2023, 1pm
Zoom (link in email)

1. Roll Call
 - a. Members present: Ernest Bailey, Mei Chen, Jennifer Cramer (Chair), Jennifer Greer (ex-officio, President office), Sarah Hall, Hayley Hoffman, Treshani Perera, Leon Sachs, Karen Skaff, Lisa Tannock (ex-officio, Provost office).
 - b. The SFAC meeting was called to order at 1:00pm.
2. Title Series Report
 - a. Jennifer Cramer sent Title Series Report to Senate Council. The Report will be presented by Co-chairs, Cramer and Skaff in person at the January 8th SC meeting. The Co-Chairs met with DeShana Collett on November 20th to briefly discuss the Title Series Report and issues related to Sabbaticals.
3. Sabbaticals
 - a. The SFAC reviewed **information shared via Google doc** and discussed known issues raised about Sabbatical Leave at UK.
 - b. Jennifer Greer and Lisa Tannock provided information (see attachments) about the numbers of eligible sabbatical requests received and approved/delayed/rejected by Provost for each College for FY 24. Discussion ensued about the variety of patterns at UK and as Jennifer Greer pointed out, across the country in terms of **cultural differences** among and between disciplines/colleges of those faculty requesting and taking advantage of sabbatical opportunities. It was also pointed out that at a **recent Dean's meeting**, no concerns re sabbatical applications were reported and that issues seemed to be managed at the local college/dept level.
 - c. Karen Skaff wondered if faculty saw any issues with sabbaticals. Maybe it is an awareness issue?
 - d. Lisa Tannock mentioned a **federal law** that she and other administrators are reviewing if a sabbatical requires travel and lodging – perhaps living for an extended stay (beyond 60 days) in a different location which may negatively impact sabbatical leaves due to restrictions on reimbursement of travel expenses (see p.3 of <https://www.uky.edu/ufs/sites/www.uky.edu.ufs/files/bpm/E-5-1.pdf>). There may also be restrictions/concerns related to funded research projects that may limit/affect the numbers of sabbatical requests by faculty engaged in sponsored (funded) projects.
 - e. Another issue raised concerned **resources and hidden costs** related to sabbaticals that affect the budget for which Chairs/Deans must plan to support faculty request sabbaticals. Costs related to covering instructional needs, e.g., additional costs for PTIs and course rotations by semester.
 - f. Lisa Tannock also mentioned the idea of encouraging and celebrating sabbatical work and reaffirmed the Provost's support for faculty sabbaticals.

- g. Mei Chen shared information from an informal poll in her college (engineering) from faculty such as, concerns about coverage of teaching with limited alternatives /resources in finding substitute teachers, faculty with administrative assignments, and input from former chairs about how difficult it was to cover certain responsibilities, but no one reported having been denied a sabbatical request.
 - h. In summary the key Qs related to sabbaticals were:
 - i. Are there issues in A&S that have not been resolved?
 - ii. Are there broader issues related to sabbaticals that need further discussion?
 - iii. How do we get the “word out” to eligible faculty about the opportunities and process of requesting and valuing a sabbatical?
 - iv. Are we consistent with AR & GR policy in planning for and managing sabbatical leave at UK?
 - i. Committee agreed to continue to add items about sabbaticals to the Google Drive document.
4. Hearing no items raised from the floor, the meeting was adjourned at 2:00pm.
5. **Next meeting:** No meeting is scheduled in December—*the next meeting will be scheduled sometime after the January 8th Senate Council meeting.*