

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Academic and Student Affairs

Date of Meeting: July 20, 2010

Information

Cite policy requirement, or explain why item is on the Board

Annual Sabbatical Report

OVERVIEW

The report which follows ~~6 56.4qs37e25~~ERVIEW

college/university.

- The faculty awarded such a leave is required, within a specified number of days following return from leave, to submit a report of sabbatical leave activities.
- Following sabbatical leave, all appointees are required to return to college/university service for at least an academic year.
- Salary while on sabbatical leave varies with the time option selected within the existing contractual agreement.
 - Sabbatical leave pay may be supplemented by fellowships, grants, or other sources provided that:
 - activities resulting from additional compensation are not in conflict with the purposes of the sabbatical leave;
 - grants or stipend adjustments to defray family travel, cost-of-living allowances, and/or research expenses may be accepted.
 - Sabbatical leave pay may be supplemented by continued normal consulting arrangements, provided they do not conflict with the purpose and spirit of the sabbatical program and have been approved through appropriate administrative channels, namely the institution's Chief Academic Officer.

CURRENT STATUS OF SABBATICALS WITHIN MINNESOTA STATE COLLEGES AND UNIVERSITIES

- Salary benefits while on sabbatical leave vary with the time option selected within the existing contractual agreement and are consistent across contracts.
- Under the provisions of Article 19, Professional Improvement, Section C, Sabbatical Leave, subd. 4 in the agreement between the Minnesota State Colleges and Universities' Board of Trustees and the Inter Faculty Organization (IFO); Article 15, Professional Development, Section C, Sabbatical Leave in the agreement between the Minnesota State Colleges and Universities' Board of Trustees and the Minnesota State University Association of Administrative Service Faculty (MSUAASF); Article 17, Professional Development and Academic Affairs, Section 4, Sabbatical Leave, subd. 8 in the agreement between the Minnesota State Colleges and Universities' Board of Trustees and the Minnesota State College Faculty (MSCF) sabbatical leave may be granted for:
 - one semester at full base salary;
 - the academic year at two-thirds of base salary.

The conditions, such as length of service, allowing for sabbatical leave opportunities vary somewhat from contract to contract:

- Under the provisions of Article 19, Professional Improvement, Section C, Sabbatical Leave, subd. 2., in the agreement between the Minnesota State Colleges and Universities' Board of Trustees and the Inter Faculty Organization (IFO), a faculty member must have completed seven (7) years of service at the university or have at least six (6) years of

service since the last sabbatical. However, a faculty member shall be granted a sabbatical upon request after ten (10) years of service. Based on verbal reports from the Presidents and Chief Academic Officers, the vast majority of sabbatical leaves for state university faculty are restricted to the obligatory (10-year) sabbatical leaves required by the contractual language.

- Under the provisions of Article 15, Professional Development, Section C, Sabbatical Leave, subd. 2., in the agreement between the Minnesota State Colleges and Universities' Board of Trustees and the Minnesota State University Association of Administrative Service Faculty (MSUAASF), a member must have completed at least six (6) consecutive years of at least half-time service since initial appointment or the last sabbatical. The president has considerably greater leeway in approving or not approving sabbatical requests in the context of this contract.
- Under the provisions of Article 17, Professional Development and Academic Affairs, Section 4, Sabbatical Leave subd. 1 in the agreement between the Minnesota State Colleges and Universities' Board of Trustees and the Minnesota State College Faculty (MSCF), a faculty member must have six (6) or more years of service with an aggregate of twelve (12) semesters of actual service to be eligible for a sabbatical leave.

THE DATA

Fiscal Year 2009 Total Number of Sabbaticals

In fiscal year 2009, there were 291 faculty sabbaticals taken within Minnesota State Colleges and Universities at a cost of \$17,281,930. Fiscal year 2009 saw eighteen (18) fewer sabbaticals than fiscal year 2008 and twenty-nine (29) more sabbaticals than in fiscal year 2004. This growth is attributable to the significant growth in university-based sabbaticals, from an average of 100 over the previous four fiscal years to 133 in fiscal year 2009. The growth reflects a large number of university faculty reaching the ten-year compulsory threshold in the contract provisions.

FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
262	239	269	276	309	291

FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
5.2%	4.6%	5.1%	4.9%	5.7%	5.4%

¹ Eligible faculty is defined as the number (headcount) of tenured/tenure track faculty (IFO), unlimited faculty (MSCF), and permanent faculty (MSUASSF).

Table 2. Fiscal Year 2009 Sabbaticals by Institution

Alexandria Technical and Community College	0
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Fiscal Year 2009 Sabbaticals by Institution Type

In fiscal year 2009, the proportion of sabbaticals awarded to faculty at the two year institutions was 54% (158), and the remaining 46% (133) reflects state university faculty (both Inter Faculty Organization and the Minnesota State University Association of Administrative Service Faculty); these proportions are roughly equivalent to that of the overall population of faculty. Fiscal year 2009 reflects a continuation of the prior year’s pattern; the number and percentage of sabbaticals that were university-based has remained steady after a significant change last year. The backlog in sabbaticals reaching the compulsory ten-year contractual threshold may account for this continued distribution pattern.

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Table 4. Fiscal Year 2004-2009 Sabbaticals by Institution Type											
FY 2004		FY 2005		FY 2006		FY 2007		FY 2008		FY 2009	
2Year	4Year	2Year	4Year	2Year	4Year	2Year	4Year	2Year	4Year	2Year	4Year
61%	39%	61%	39%	61%	39%	65%	35%	55%	45%	54%	46%

- Professor David Pates, faculty in English, who teaches writing and literature courses at Normandale Community College, spent much of his sabbatical year focused on improving the technical writing course. He conducted literature reviews and interviewed personnel at Target Corporation and Boston Scientific to determine what technical writing skills Normandale Community College graduates should have in order to be successful in a business setting.
- Professor Joanna Piotrowska, faculty in Chemistry, spent the academic year updating her knowledge of nano-structured solids and exchanging observations, experiences and ideas

Ridgewater College

- Cheryl Pankow, Math, spent a semester researching the Accuplacer Math placement exam; disseminating resources to all high schools and creating a new website www.accuplacermath.project.mnscu.edu available to anyone; conducted a survey of MnSCU assessment coordinators and results reported back to those individuals.