

Faculty Welfare Committee

Minutes of Meeting on Friday August 16th noon to 1pp in Science Center 204

Present: Emily Grundstad-Hall, Mirari Elcoro (Chair), Brenda Logan, Linda Tuck, Gracia Roldan, Caroline Hopkinson. John Kraft (guest)

1. Dr. Kraft provided background on academic leave and reviewed a handout which compared wording of current policy and proposed changes. Changes were needed because the language of the existing policy was vague. They were also needed quickly because Academic Affairs is now able to grant academic leave and can begin soliciting requests with this clear and up- to-date process.
2. One major change is that the activity for academic leave is professional development in a broader sense; a move away from a focus on research only, and requirements/expectations for publication based on the research. The committee generally approved o f this shift, although some mentioned a need to make sure that the results of the research leave were substantial, more than an oral report, even if publication was not specified. This need for rigor/substance will be addressed in a rubric created to evaluate requests for leave.
3. Another change is that academic leave will be limited to tenured professors. The librarian in the group pointed out that this excludes the small group of employees who hold faculty status (e.g., librarians, advisors) and who are not on tenure- track. Some have been at Armstrong for a long time (even more than six years) and deserve consideration for academic leave; and certainly could take advantage of this opportunity for professional development. After some discussion and trying to think of a way to modify the policy to include these exceptions, we concluded that the policy needs a mechanism for exceptions or an appeals process for exceptions. Such exceptions might be worked into other parts of the faculty handbook, so as to avoid confusion.
4. The group discussed whether this and other policies from the Faculty Handbook needed approval. This policy was submitted for review, buy-in and input rather than for approval.

Meeting concluded at 1p.m

Submitted by Caroline Hopkinson