

TO: SDSU SEC/Senate
FROM: University Senate Faculty Affairs Committee
DATE: October 10, 2022

RE: ACTION ITEM- San Diego State University Senate Resolution To Increase Number of Awarded Sabbatical Applications

WHEREAS: Article 27.10b of the Collective Bargaining Agreement states that a campus shall grant one semester at full pay sabbatical leaves (Type A) to *no fewer* than twelve percent (12%) of the total number of campus faculty unit employees eligible to apply for such leaves in that year (henceforth referred to as eligible faculty) and approves *all* sabbatical applications for two semesters at half pay (Type B), as well as, difference in pay (DIP) applications;

WHEREAS: Over the past 10 years, an average of 17% of eligible faculty applied for Type A and an average of 28% of these applications have been rejected annually because San Diego State University awards only 12.5% of eligible faculty Type A sabbatical applications, near the contract minimum;

WHEREAS: The reduction in pay resulting from the more accessible Type B or DIP leaves is more affordable to faculty with greater household wealth, resulting in equity issues between who can better afford these leaves and who cannot;

WHEREAS: San Diego State University does not provide publicly-available data on the financial cost of sabbaticals, sabbatical eligibility, application numbers, and award numbers by Type A, Type B, and DIP applications;

WHEREAS: Becoming a R1 Doctoral University is one of the five [SDSU strategic priorities](#) and the current rate of sabbatical application rejection is a significant departure from many similarly-sized comparable and aspirational R1 Doctoral Universities;

WHEREAS: Sabbatical provides opportunities to produce and expand research activities that are impeded by high teaching and service demands (e.g., exploration of new areas of research and mastering new techniques, development of new collaborations, synthesizing previous work, pursuing external funding)¹and facilitate new and improved academic activities (e.g., development of new student-centered programming, improved skills as an instructor, more knowledgeable of teaching methods and modalities, innovating ways to enhance organizational processes)²;

WHEREAS: Sabbatical respite results in improved psychological and emotional wellness and decreased stress and burnout for faculty³;

RESOLVED: That the San Diego State University Divisions of Academic Affairs and Student Affairs and Campus Diversity and the Office of the Provost will adhere to the values of transparency and shared governance by providing public annual reports containing the financial

investments in sabbaticals, data related to eligibility, application rates, and acceptance rates, and the rationale for any failure to fund all recommended applications, beginning with the application cycle for the 23-24 academic year.

RESOLVED: That the San Diego State University Senate demands that the Divisions of Academic Affairs and Student Affairs and Campus Diversity and the Office of the Provost break with past practice and meet the full demands for sabbaticals, rather than the contract minimum, beginning with application cycle for the 23-24 academic year.

RATIONALE:

For centuries, the sabbatical has been a beneficial and necessary aspect of academia, benefiting the psychological and emotional well-being of faculty, enhancing educational techniques and modalities, furthering research and understanding of our world, and supporting University processes. Sabbatical is an opportunity for faculty to focus intensively on their scholarly activities and/or professional growth. Perhaps at no greater time than this one, as we all continue to feel the impacts of the pandemic and other societal turmoil, University support is needed for faculty who have put their research and scholarly activities on the backburner to support student and University needs. The current practice of granting the contract minimum number of Type A sabbatical applications results in higher rejection rates and makes sabbatical more obtainable only to those that can afford to be paid less. The students and the University would stand to gain from more investment in this highly beneficial aspect of University life. Becoming an R1 Doctoral institution is an [SDSU strategic priority](#), which necessarily entails attracting well-qualified scholars and researchers who will contribute substantial and innovative research. A recent survey of comparable and aspirational R1 Doctoral Institutions found many of these institutions funded nearly all sabbatical applications. While some of these institutions approved smaller percentages, SDSU's rate would rank near the bottom of this group, as could be determined from public-facing information. As SDSU seeks to become a R1 Doctoral University, it would be well-served to utilize greater sabbatical awards to increase research and scholarly activity growth, support faculty requests for grant funding, improve university programming, and attract well-qualified faculty.

1. Ioppolo B and Wooding S. How academic sabbaticals are used and how they contribute to research – a small-scale study of the University of Cambridge using interviews and analysis of administrative data [version 1; peer review: 1 approved with reservations]. *F1000Research* 2022, 11:36 (<https://doi.org/10.12688/f1000research.74211.1>)
2. Yarmohammadian, Mohammad H Mohammad H, Patricia Patricia Davidson, and Chao Hsing Chao Hsing Yeh. "Sabbatical as a Part of the Academic Excellence Journey: A Narrative Qualitative Study." *Journal of education and health promotion* 7.1 (2018): 119–119. Web.
3. Davidson, O. B., Eden, D., Westman, M., Cohen-Charash, Y., Hammer, L. B., Kluger, A. N., Krausz, M., Maslach, C., O'Driscoll, M., Perrewé, P. L., Quick, J. C., Rosenblatt, Z., & Spector, P. E. (2010). Sabbatical leave: who gains and how much?. *The Journal of applied psychology*, 95(5), 953–964. <https://doi.org/10.1037/a0020068>