

## **SALISBURY UNIVERSITY FACULTY SENATE MOTION**

Submit this form to the Faculty Senate President

SUBJECT: Sabbaticals for Fall 2026

SENATOR PROPOSING MOTION: Anita Brown

SENATOR SECONDING MOTION: Jose Juncosa

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MOTION (this section alone will be recorded in the minutes):

For sabbaticals that would occur in Fall 2026, the Faculty Senate recommends that all meritorious applications from faculty eligible for their first sabbatical be approved. If all remaining meritorious sabbatical applications cannot be approved due to budget constraints, the Faculty Senate recommends these applications be prioritized in the following order until available funds are exhausted:

- Leave that has been deferred due to service to the University (e.g., to teach critical courses or to serve as department chair), prioritizing applications that have been deferred the longest.
- Leave requests for faculty to prepare to take on a new role in the department such as developing a new area of study or new course.
- Leave requests that are especially designed to further the University mission in serving the wider community or academia (e.g., working with a non-profit organization, an educational organization or an academic association).
- Subsequent sabbatical requests for applicants with successful earlier sabbatical projects and who have not been considered under the previous categories.
- All other applications.

If this motion is accepted by the Acting VP of Academic Affairs, no later than 30 September 2025, the Acting VP will email this prioritization and the deadline schedule for Fall 2026 sabbaticals to all Deans who will then forward that information to all chairs and all school directors reporting to them who will in turn forward that information to all faculty members reporting to them.

This prioritization should be considered for Fall 2026 only. For Spring 2027 and later, if budget constraints would result in the inability to award all meritorious sabbatical applications, the Faculty Senate recommends that the administration consult with Faculty Senate before any decision is made regarding the fate of such applications. Given that the deadline for faculty submission of sabbatical applications for Spring 2027 is 15 March 2026, the administration should notify the Faculty Senate no later than 15 November 2025 that all sabbatical applications may not be funded due to budget constraints. The Faculty Senate will then provide guidance after consultation with the Faculty Welfare Committee, the Faculty Development Committee, and the Faculty Financial Oversight Committee.

The Faculty Senate further recommends that sabbaticals be fully reinstated under the guidelines prior to Fall 2025 when the financial situation allows for it.

#### JUSTIFICATION:

Sabbaticals are essential professional development for eligible faculty. Sabbaticals make significant contributions to faculty meeting the University's and their department's expectations for promotion. The Senate, therefore, finds it imperative that sabbaticals be awarded.

The Senate also understands that there are significant budgetary constraints at this time. Due to those budget constraints, the administration does not expect to be able to fund all sabbatical applications. The deadline to submit sabbatical applications for Fall 26 has been extended to 15 October 2025. This motion attempts to provide some scaffolding to award sabbaticals for one semester only and to announce that plan. We acknowledge that a faculty member's first sabbatical is particularly beneficial because it usually comes before that faculty member's final promotion and therefore has significant impact on the faculty member's long-term career prospects.

As identified in the SU Faculty Handbook, based upon recommendations from the Faculty Welfare Committee, the Faculty Senate recommended the following:

" the following considerations are recognized in sabbatical funding decisions: a. First leaves are valued as an important means of faculty development. First-time applicants generally receive priority; b. For subsequent leave requests, successful earlier sabbatical projects are valued and considered; c. A leave that has been deferred due to service to the University (e.g., to teach critical courses or to serve as department chair) has priority; d. Leave requests for faculty to prepare to take on a new role in the department such as developing a new area of study or new course are valued; e. Sabbaticals and professional and or/ research leaves that are especially designed to further the University mission in serving the wider community or academia (e.g., working with a non-profit organization, an educational organization or an academic association) are also valued."

This motion builds upon these considerations.

This motion also calls for deadlines and prioritization of sabbatical approvals to be distributed to faculty as soon as possible prior to the application deadline so that faculty who have considered applying may decide with this knowledge.

#### ANTICIPATED IMPACT:

Negative: There is a financial cost of accepting sabbaticals.

Positive: Sabbaticals allow Faculty members to further their professional development as required by the University.

Is this a recommendation to the Provost? Yes X No       

Is this a recommendation to someone else?

No        Yes, to        All Deans, Chairs, School Directors       

VOTE: Number of Senators Present:

Motion Passes or Fails