SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Restoring first-time sabbaticals

SENATOR PROPOSING MOTION: David Keifer

SENATOR SECONDING MOTION:

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

The Faculty Senate recommends that the process that was paused for Spring 2026 sabbatical be restored, based on the following criteria:

- Only faculty for whom this would be their first sabbatical are eligible to have their sabbaticals restored for the Spring 2026 semester.
- Only sabbaticals which were cut for budget reasons are eligible to be restored. The Senate is not recommending to restore sabbaticals that may have been denied based on the merits of the sabbatical application or based on the workload needs of the department.

The Faculty Senate also recommends that the administration consult with Faculty Senate before making any decision to cut sabbaticals for budget reasons for Fall 2026 and later and that sabbaticals be fully reinstated under the current guidelines 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 restored.

The Senate also understands that there are significant budgetary constraints at this time. 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.

ANTICIPATED IMPACT:

Negative: There is a financial cost of accepting sabbaticals.

Positive: Restoring faculty member's first sabbaticals for Spring 2026 is a significant boon to their professional development.

Is this a recommendation to the Provost? Yes_X	No
Is this a recommendation to someone else? No_X	Yes, to