

**SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
REGULAR MEETING OF FEBRUARY 27, 2013**

TAB 3

ACTION

Subject: FACULTY SABBATICAL LEAVES, 2013-2014

Background

The July 1, 2012-2015 Agreement By and Between the Shoreline Community College Board of Trustees, District VII and the Shoreline Community College Federation of Teachers (Article XIII: Leaves) states that the College may award annual sabbatical leaves to eligible faculty not to exceed four percent of the total number of full-time faculty. For the 2013-2014 academic year a total of fourteen (14) quarters of sabbatical leave is being recommended. All faculty recommended are eligible for a sabbatical leave, and the faculty Sabbatical Selection Committee has complied with the provisions of Article XIII: Leaves of the 2012-2015 Agreement.

Eight sabbatical applications were submitted for consideration to the faculty Sabbatical Selection Committee, chaired by Professor Karen Toreson. Following the Committee's review of the written applications and applicant interviews, eight proposals are attached for the Board's review. The Committee recommended full year (three quarters) sabbatical leave for one faculty member at 86% compensation, two quarters sabbatical leave for four faculty member at 86% compensation, and one quarter sabbatical leave for three faculty members at 100% compensation. Summarized below are the sabbatical leave requests for the eight faculty members recommended:

	<u>Name</u>	<u>Division</u>	<u>Date of Initial Employment</u>	<u>Previous Sabbatical Quarters</u>	<u>Numbers of Quarters Recommended</u>
1.	Nirmala Savage	Science	Fall 2000	None	3
	Purpose:	To develop an online version of MATH& 142 Precalculus II; take an online class at Shoreline: MUSC 100 Introduction to Music Theory; study the mathematics of music theory independently to guide own studies; and to incorporate music applications in mathematics courses.			
2.	Rachel David	Social Science	Fall 2000	None	1
	Purpose:	To enhance the Gender & Women's Studies curriculum by researching, developing and introducing a new course in LGBT Studies; strengthen ties to the LGBT community in Seattle; update teaching skills and academic knowledge in my field by familiarizing myself with the new scholarship in Gender and Women's Studies; and to gain knowledge and skills in using Theatre of the Oppressed techniques in the classroom.			

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| 3. | Brooke Zimmers | Humanities | Fall 2001 | None | 2 |
| | Purpose: | To redesign CMST& 101 course to include more if not all open education resources and maximize resources Canvas provides; to review content of CMST& 210, CMST 203 and IDS 100, revamp materials in IDS 100 and explore open education resources; to research student programming, contribute communication training, resources and innovation to the internationalization of SCC; and to explore partnerships to facilitate our internationalization. | | | |
| 4. | Tim Payne | Social Science | Fall 1987 | Seven | 1 |
| | Purpose: | To serve as a professional intern with one or more non-governmental organizations (NGOs) working on international development, poverty reduction, sustainable agriculture, energy and environment and the connection between these issues; and to continue work on the creation of Global Studies Certificates for academic transfer students. | | | |
| 5. | Tony Doupe | Humanities | Fall 2005* | None | 2 |
| | Purpose: | Create three new class offerings (hybrid Webisodic Production, Business of Film Production, and International Film Studies class); continue to work with the City of Shoreline to establish the Shoreline Film Office; and to create a system for in-house video production needs at SCC to include informational, marketing and an online awareness for all our departments and organizations. | | | |
| 6. | Davis Oldham | Humanities | Fall 2005 | None | 2 |
| | Purpose: | To complete and produce a draft for publication of a novel, <i>Dragon Bones</i> . | | | |
| 7. | Neal Vasishth | Humanities | Fall 1998 | Three | 2 |
| | Purpose: | To make more and deepen connections with non-profit and for-profit organizations in the broader Shoreline community that would result in opportunities to be the recipient of speaking engagements and give students the opportunity to participate in projects; to create multiple models of community services projects; create a service-learning course that would draw students interested in service careers; transform ENGL& 101 course into a creative, innovative pedagogically sound e-course; continue course work and personal study, apply for a National Endowment for the Humanities grant to create a new course that would combine Indian literature, cinema, philosophy, history and art; and to work toward finishing novel. | | | |

8. **Doug Reid** Humanities Fall 2004 One 1

Purpose: To undertake an intellectual challenge related to his field of specialty to create a process to offer sequential courses in Music Theory I so students can begin the three-course sequence during any quarter of the academic year.

*In academic year 2004-2005, Tony Doupe was employed full-time in a temporary academic appointment.

Recommendation

President Lee Lambert and the Senior Executive Team (SET) recommend that the college not fund faculty sabbaticals for 2013-2014. Below please find the rationale for this recommendation:

Economic Conditions

The current year's operating budget contains no funds for sabbaticals, because the funding was directed towards retaining several faculty positions as part of the 2011 budget reduction discussions. The cost of offering sabbaticals in 2013-14 will likely exceed the previous years' costs.

Economic conditions within the State of Washington and the nation are volatile and unpredictable. At the State level, current available information suggests that Shoreline Community College could sustain a sizeable cut to its 2013-2014 operating budget. On the Federal side, the increasing likelihood of "sequestration" cuts portends a substantial reduction in federal funding to the State of Washington. While the impact of a dramatic decrease in federal funds to the Washington community college system is unclear, all indications are that the effect on the state's economy would be considerable, and that our system would indeed bear some of that burden, potentially increasing the overall reduction in the college's 2013-2014 operating budget.

Conclusion

On the basis of the considerable financial uncertainties existing at both the state and federal levels we do not believe it is justifiable to commit to restoration of funding in 2013-2014.

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 February 22, 2013