

A Sabbatical Is More Than A Vacation

By STEVE BARNABY

For most, a sabbatical leave is something associated with a teacher who goes away for a few months, or even a year, and comes back with a tan and exciting stories about strange places.

But at Schoolcraft Community College, a sabbatical is much more than a paid vacation, according to Robert Keene, vice president of instruction.

"A sabbatical should be beneficial to an instructor and those he is giving instruction. It should provide growth for the person taking it and benefit the students he will be teaching," says Keene.

That's the emphasis Schoolcraft puts on sabbaticals.

Those wishing to request them have to prove the worth of spending anywhere from a semester to a full year in paid study.

Available to instructors, assistant librarians, counselors, and administrators, sabbaticals can be requested after seven consecutive years of employment at Schoolcraft. From that time forward a leave may be taken at seven year intervals.

Because Schoolcraft is still a young institution, opening in 1964, only six employees have taken advantage of the program. Another staff member's request has been approved.

"Most instructors take their sabbatical leaves in order to complete studies, but sabbatical for travel and



DR. ROBERT KEENE

study is allowed," says Keene.

Instructors at Schoolcraft who have taken part in the program are: David Perkins of the English Dept. who spent his time writing; Mrs. Susan Kaplan, also an English instructor, who took her three months to study mythology; Fernan Fenstra of the engineering department, who

studied electronics; and Roger Sutherland, who furthered his studies in Biology.

Also boning up on further studies were administrators Ronald Mofette, director of the apprenticeship program, and Marvin Gans, director of physical education.

Using sabbatical time to earn money is strictly forbidden. Instructors receive full salary when taking a semester sabbatical, and half pay if taking two semesters or a full year.

Counselors and assistant librarians receive full pay for six months and half pay when taking a year.

The administrator receives half salary for one year leave, or full salary for six months or less.

Fly-by-night requests don't have a chance because all requests must be made a full year ahead of time so as to be approved by a screening board before facing final approval by the college's board of trustees. In the case

of instructors, counselors, and assistant librarians, the committee is composed of five faculty members, the dean of applied sciences and the dean of arts and sciences.

Administrators' requests are reviewed by a board of one representative from each division, to be nominated by the vice president of that division.

It is at this juncture that the fate of the sabbatical request is determined.

When examining a request the board uses four criteria to determine eligibility:

- extent to which plans submitted for use of time while on leave are definitive and educationally constructive.
- extent to which the leave could have an immediate impact on the quality of instruction or service to the college through the faculty members increased competence in his field and/or instructional techniques.
- the recency of advanced graduate work or professional study complete by the applicant.
- reasonable and equitable distribution of leave across the college organizational structure.

If the committee still isn't sure, it may require the applicant to appear for a personal interview in order to justify his request. The committee has also the right to request additional material as well as establish additional guidelines.

OCC Sabbatical Comes In 3 Years

By CORINNE ABATT

Oakland Community College has a sabbatical leave policy for faculty, counselors and librarians that is a departure from the usual.

Traditionally, colleges grant a year's sabbatical leave at full or part pay after a teacher has served the institution for seven years. The word "sabbatical," which comes from sabbath, meaning the seventh day of the week, Saturday, and connotes a day of rest from labor. Sabbatical, with sans Latin root, indicates both seventh and rest.

However, as a result of the collective bargaining contract of 1971, Oakland Community College grants a one semester sabbatical leave after three years of tenure.

The leave must be approved by the board of trustees after recommendation by the president. It amounts to one 15 week semester at half pay or the eight week spring term at full pay.

Dr. S. James Manilla, provost of Orchard Ridge campus, describes the sabbatical policy as "liberal."

"I don't know of any other institution which permits a sabbatical after three contract years of continuous service."

He explains that only a minimum number may be on leave at a given time and adds, "We encourage people to take leaves during the spring session because normally, in our experience, there is a drop in enrollment."



S. JAMES MANILLA

Dr. Manilla's list for the 1972-73 year indicates that four faculty members were on sabbatical during the winter term which is just ending; two qualified for the spring term; and one, Letellia Hensen, has a special arrangement to be guest lecturer in the College of Liberal Arts for the academic year, 1972-73.

Sabbaticals are traditionally used as a time to work on a doctorate or for improving skills which will contribute to the individual's effectiveness as a teacher.

Dr. Manilla knows from personal experience that it is not easy to continue working in a position and complete the course work and dissertation for a doctorate simultaneously.

"Something suffers, and it's usually the family," he says.

Faculty members, once they return from the sabbatical, would be eligible again after three more years of continuous service.

After six years of continuous service, the person could qualify for a full school year (10 months) at half pay.

Before leaving for a sabbatical, the person must certify with the college his intention to return to his faculty position with the college for double the period of leave time.

A variation on the sabbatical leave is now being used by Dr. Waldemar Nikkel, vice president of business and finance at the community college.

Dr. Nikkel is taking his leave time in short blocks of one and two weeks spread over a semester. He is visiting other campuses to further his study of new styles of college administration in various parts of the country.

Dr. Manilla says of the plan, "It's one of the most unusual I've come across, but I would be reluctant to grant a similar type to a faculty member. Dr. Nikkel can schedule his leave time to coincide with the peaks and valleys of his work load."

OCC will go into contract negotiations with its teaching faculty next week.

Dr. Manilla says with a hopeful smile: "Both sides are optimistic that a 30 day period will be sufficient to complete the contract."

He feels quite certain that the present liberal sabbatical leave policy will be included in the new contract.

College Budget Hearing Set

A public hearing on Schoolcraft College's projected \$7 million budget will be held June 27 at 7 p.m. in the board room of the administration building.

The college is located at 18600 Haggerty between Six and Seven Mile.

The college anticipates revenue in 1973-74 to reach \$6.93 million including local revenue of \$2.2 million, state appropriations of \$2.7 million and general student fees of \$1.78 million.

Dems Plan Fund-Raiser On June 9

Farmington Democratic leader Aldo Vagnotti is Oakland County co-chairman with Colla Chapin of Franklin for the party's Jefferson-Jackson Day dinner to be held Saturday, June 9, in Cobo Hall.

PBK Topic: 'Superstition'

Detroit Association of Phi Beta Kappa will hold its annual dinner meeting Monday, June 4, at 7 p.m. in the Grosjean Pointe War Memorial.

Guest speaker will be Thelma James, professor emerita of English at Wayne State University. Her subject will be "Belief and Superstition."

Miss James, a native Detroit, was elected to Phi Beta Kappa at the University of Michigan and has been president of the American Folklore Society and president of the International Institute of Detroit.

The Detroit association, with a membership of 500, is open to anyone elected to Phi Beta Kappa. Prospective members may call Mrs. George Scollay of Troy for information.

U.S. Sen. Walter Mondale (D-Minn.) will be the guest speaker for the annual fund-raiser. Mondale's speech is part of a two-day national Democratic symposium at Cobo Hall which is open to the public.

The Jefferson-Jackson Day dinner begins with a reception followed by dinner at 7:30. Tickets are \$35 per person and \$50 per couple and are available from either co-chairman or from the Jefferson-Jackson Day Dinner Committee, 1535 E. Lafayette, Detroit, 48207.

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