

“Professional Leave Crew” report

Members of the Workload Committee were asked to look at issues related to professional leaves.

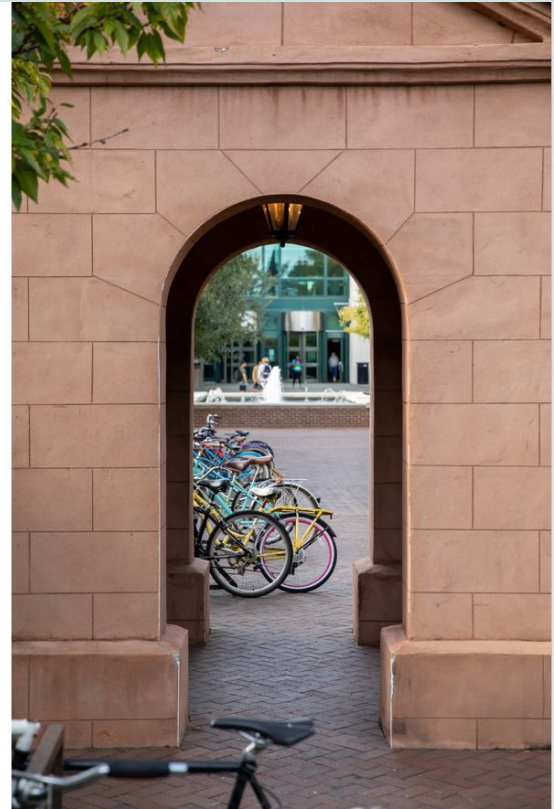
While GC has awarded professional leaves on a competitive basis for a long time, this process recently became significantly more competitive. This is due to both increasing numbers of applications and fewer leaves available per year.

The committee undertook a research project to compare the number of professional leaves provided by GC to the [numbers provided](#) at our aspirant universities.

Awarded Sabbatical

Emily S. Beck
Julia E. [Blose](#)
Peter T. [Calcagno](#)
Alexis J. [Carrico](#)
George [Chartas](#)
Jarod M. [Charzewski](#)
[Jesslyn R. Collings-Frohlich](#)
[Isaure de Buron](#)
Kristine De [Welde](#)
Merissa H. [Ferrara](#)
Samuel O. [Flores](#)
Jay G. [Forsythe](#)
Michael W. [Giuliano](#)
Marvin E. [Gonzalez](#)
Daniel A. [Guttentag](#)
Edward B. [Hart](#)
Heath C. [Hoffmann](#)
Sheridan L. [Hough](#)
Timothy S. [Johnson](#)
Morgan M. [Koerner](#)
Amy M. [Kolak](#)

Michael L. [Larsen](#)
Bernhard L. [Lindner](#)
[Guoli Liu](#)
Michael J. [Maher](#)
Malinda K. [McCollum](#)
Ralph C. [Muldrow](#)
Sarah E. [Owens](#)
Ashley S. [Pagnotta](#)
David P. [Parisi](#)
Robert D. [Podolsky](#)
B. Scott [Poole](#)
Hector [Qirko](#)
Sarah M. [Robertson](#)
Elena T. [Rodriguez](#)
Emily [Rosko](#)
[Gorka A. Sancho](#)
Blake C. [Scott](#)
Sandra D. [Slater](#)
Oleg N. [Smirnov](#)
Rafael [Teixeira](#)
[Yiorgos Vassilandonakis](#)
Allison M. [Welch](#)
Paul T. [Young](#)



Example: number of sabbaticals awarded for 2023-24 at the
College of Charleston, taken from their publicly available
Celebration of Faculty presentation

Institution	Number of tenured faculty	Avg number of leaves/yr	% on sabbatical each year
Christopher Newport	144	24	16.67%
Emerson	93	13	13.98%
College of Charleston	330	44	13.33%
Bradley	175	19	10.86%
Elon University	--	--	--%
SUNY Geneseo	135	10	7.41%
TCNJ	284	18	6.34%
GCSU	176	10	5.68%
Truman State	166	6	3.61%
JMU	647	10	1.55%

GCSU's number of annual sabbaticals (three-year average from 23-24, 24-25, 25-26) and proportion of eligible faculty awarded each year as compared to aspirant institutions

	2015-2016	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
CoAS	6	8	8	8	10	10	5	6
CoBT	1	1	2	3	1	1		
CoE		1					1	
CoHS	1				1	1		
	8	10	10	11	12	12	6	6

GCSU Recent Professional Leaves (drawn from Provost Notes)

Institution	Number of tenured faculty	Avg number of leaves/yr	% on sabbatical each year
Christopher Newport	144	24	16.67%
Emerson	93	13	13.98%
College of Charleston	330	44	13.33%
Bradley	175	19	10.86%
Elon University	--	--	--%
SUNY Geneseo	135	10	7.41%
TCNJ	284	18	6.34%
GCSU	176	10	5.68%
Truman State	166	6	3.61%
GCSU (recent)	176	6	3.41%
JMU	647	10	1.55%

Georgia College awarded 6 professional leaves each this year and next year (26-27). The blue line shows GC's standing if we continued to average 6/year.

“Budget impact [of professional leave] is typically neutral because salary savings from year-long sabbaticals at 70% cover adjunct replacement costs.”

-Office of the Provost, Christopher Newport University

Committee Observations and Recommendations

- Georgia College offers few professional leaves compared to our aspirant institutions, and we are trending lower; we are falling behind rather than catching up to them in this regard
- In order to maintain or increase our performance in this regard, the number of professional leaves available each year would need to increase along with the number of eligible faculty
- GC should explore how aspirant institutions make professional leaves affordable