

11/10/21 public comment

Good evening chair Clinco, chancellor, board members, colleagues and guests. On behalf of PCCEA, I would like to highlight some of the amazing things that faculty have done during sabbaticals over the past few years. Sabbaticals are competitive professional development opportunities where the college invests in a faculty member and their work by releasing them from teaching for one semester to pursue projects that provide great value to our students and the college community. Sabbaticals require a detailed proposal, ongoing accountability during the sabbatical, and commitment to present results upon completion.

Sabbaticals give faculty time they need to develop large scale innovative projects that would not otherwise be feasible. These projects create ripple effects of positive change within their division. Having working artists, published authors, and faculty connected to national professional organizations conducting original research elevates our educational programs and makes Pima a richer experience for our students.

The return on investment for the college for each sabbatical is significant. Faculty gain a renewed zeal for teaching and connection to the field, so they can continue to bring relevance, currency, and innovation to the classroom.

A few examples of Sabbatical projects are:

Dr. Amy Cramer wrote 12 chapters of a college level textbook for use with the Voices on the Economy (VOTE) program. The text has since been expanded and is being used as an OER text for Economics 150. The VOTE program also incorporates professional development workshops for middle school through university educators.

Robert Foth created an OER textbook for MAT 142 that is now being used across the College. Robert was able to take a second sabbatical this past spring to extensively update and improve it. This text is being used in 51 sections of this terminal math course just this fall, a large cost savings to more than 1000 students.

Elizabeth Rollins' sabbatical involved research on writing fiction, completing ten chapters of a guide book on writing, and creating and conducting writing workshops, one for Pima students and one for faculty, staff, and administrators.

Kyley Segers created a library of Inquiry based and active learning activities for two transfer level math courses, and went on to create an Active Learning Academy for faculty. These research-based practices have been shown to reduce inequities and increase success rates for historically underrepresented students. Next spring, a second run of the academy will train even more full time and adjunct faculty.

As you can see, the impacts of this work reach well beyond the individual faculty member.

Sabbaticals cost about \$13,050 to hire adjunct faculty to cover classes, and have been one of the faculty resources reduced. Each year, policy allows for up to 12 full semester sabbaticals,

though for each of the last several years, only six have been funded. This coming year, a decision was made to only fund 4.

In recognition of the great work sabbaticals make possible, with tangible benefits for our students' experience, helping move our college towards common strategic goals, I would like to ask for a commitment during the budget process to restore faculty sabbaticals back to the level allowed for in policy. Thank you.