

Faculty Senate Policy Committee

Minutes August 17, 2009

1. Members present:

- Nikki Katalanos
- Jane Slaughter
- Roli Varma
- Tim Lowrey
- Martha Miller
- Jackie Hood
- Floyd Kezele

Ex Officio:

- Vivian Valencia
Rick Holme

Excused

- Melanie Baise

2. Minutes of May 4, 2009, approved

3. August 17 agenda approved

4. New Members

Melanie Baise has agreed to serve as the legal advisor to the Policy Committee.

5. Policies under review

- C215 Parental Leave Policy

This policy had been routed to the Provost for her review June 09. Since that time we received additional comment from Kim Lopez re some of our changes. We will route these comments on to both Richard Holder and Provost Ortega. A copy of her email is attached to the minutes.

- Respectful Campus Policy

Ira Bolznick has responded, but stated that review of other similar policies was needed. This may take at least another month. A policy was drafted on North Campus dealing with similar issues.

- C70 Confidentiality of Faculty Personnel Records

AF&T has completed their draft. We will review the draft by email and send the policy, along with any comment, to Melanie Baise within a week. Two minor errors were noted on the draft.

- HSC Faculty Outside Activities Policy

No further action taken, as Dr. Strasberger has not responded with any further concern. The PC was unable to determine what, if any, problem there was with this policy.

- Computer use and Museum Policies (Big Red)

Nikki will send an email to Carol Stephens to see what the progress is on these policies

- Absenteeism Policy

We have not heard back on the status of this policy. After introduction to the Faculty Senate, it was referred to the Curriculum Committees and Teaching Enhancement Committee. Nikki agreed to email the chairs of these committees to determine if the policy is ready to go back to the Faculty Senate.

6. New policies

C100 dealing with faculty workload and C110 dealing with assignment of work will be up for review. A copy of these policies along with a formula for determining workload was sent to the PC members. We will comment via email or at the next meeting.

7. New Business

Discussion was held re North Campus policies. Some of these appear to be redundant to main campus policy and some may be helpful as revisions. The PC agreed that John Trotter could be helpful in this. Nikki will invite him to the committee to see if there is a way we can work together on policy.

8. Meeting adjourned; next meeting date September 14.

Respectfully submitted,

Nikki Katalanos

Parental Leave commentary per Kim Lopez:

--I think that the sentence from 2.1 Eligibility that reads "In taking parental leave, the expectation is that the faculty member will spend this time caring for and bonding with a child who has recently joined the household" should be moved from 2.1 Eligibility to 1.2 Ethical Use second paragraph.

--1.2 Ethical Use. I don't know who added that language in the second paragraph, but most people I spoke to assumed that Parental Leave would be used for caring for and bonding with a child. I only met a couple of people who automatically assumed that the Parental Leave was going to be abused by the faculty member. When faculty members take research leave, we assume that they will use that leave to do research, so I am not sure why anyone would assume that when faculty members take parental leave they have some ulterior intent to use it for something other than parenting.

--2.1 Eligibility. Two sentences before this passage refers to the situation where both parents are faculty members, but because the

sentence immediately previous to this one refers to same-department parents, it sounds like this only applies to same-department parents: "If only one parent takes leave, that parent will be reimbursed at full pay during the leave. If both parents wish to take leave, whether consecutively or concurrently, they will each be reimbursed at one-half of their usual salary." The way it reads now, it sounds like faculty members who are in the same department get half as much total leave as parents who are both faculty members but in different departments. If that is the intent, that sounds like it unfairly discriminates against faculty members who happen to be in the same department. If that is not the intent, the language needs to be clarified.

--2.1 Eligibility. I don't think you need to say "preferable" after consecutively. In most depts. it would be preferable not to have two faculty members gone at the same time, and for most parents it would be preferable to take the leave consecutively, unless the baby is premature or has special medical needs, and I think that most reasonable people would assume that was preferable in most cases. But it also depends on department size. Having one person gone in a department of 6 faculty members is worse than having 2 people gone in a department of 40 faculty members.

--2.1 Eligibility. I really think the whole sentence "If both parents are faculty members, each is eligible for parental leave. If both faculty members are in the same department, the faculty members and the chair will discuss how best to meet the needs of the department and the family including whether to take the leave concurrently or consecutively (preferable)" should be taken out, because the sentence in 2.3 Relief reading "The faculty member and the dean or department chair will work together to develop a plan for parental leave that meets both the needs of the faculty member and the needs of the University" communicates the same idea without singling out members of the same department as a "problematic" category.

--2.2 Eligible Events. "one calendar year" implies Jan.-Dec. It implies that someone having a baby in November should begin the leave by December but someone having a baby in February would have until December to take the leave. I think what is meant instead is "should normally begin within 12 months . . ."

--2.3 Relief. The Arts and Sciences Dec. 2002 Guidelines which were suspended did have some good suggestions, for example, spreading the leave out over two semesters. My husband and I did that when we adopted, and a colleague who gave birth also chose that option. It is an option for parents that also can be in the department's best

interests. Perhaps this could be worded something like "When it is perceived to serve the best interests of both the family and the department, the faculty member and chair may negotiate the equivalent of a semester leave that may be spread over two semesters" and it could be in section 2.3 Relief.