

Faculty Senate Policy Committee

October 3, 2011

3:30-5:00 p.m.

Members Present: Richard Holder, Tim Ross, Irene Vasquez, Nikki Katalanos, Jackie Hood, and Jane Slaughter

Members Absent: Floyd Kezele and Melanie Baise

Staff Present: Vivian Valencia, Selena Salazar, and Kate Henz (Moore)

1. Review of Pending Policies

a. Faculty Disciplinary Policy-Jane Slaughter

- i. Jane reported what she explained to the Deans Council how the policy will help with current issues. Deans Council will come back with a vote at the next Deans Council meeting which takes place Thursday, October 6, 2011. Dr. Holder stated that it was agreed within the Policy Committee that there should be no more changes, Jane agreed and stated she didn't feel that the Deans Council had those intentions but needed more time to review. Amy Neel will be attending the Deans Council and she will report back to the committee on what the actions were. The next steps would be for the Policy to go to the Regents since they were the requestor of the Policy. Vivian stated that it will need to go to AF&T if there are substantive changes coming from the Deans and Chairs. Nikki said that she or her representative will present the Policy to the Deans of HSC and will report back to the committee.

b. Parental Leave Policy – Jane Slaughter

- i. The Parental Leave Policy was reviewed by the Deans, Faculty Senate, Provost Ortega, and was stopped at the President's Office so it could be reviewed by Vice President of Human Resources Helen Gonzales and Interim University Counsel Lee Peifer. Vivian will ask Rick Holmes for the letter that was sent from them in response to the proposed Policy. Helen and Lee's argument was that the staff is not treated the same as faculty. Jane stated what was not pointed out is staff can accrue leave when faculty can't. Staff has jobs that can be resumed; Faculty can't since they will be returning in the middle of a semester. This policy has been used for four years. Nikki suggested that they don't change until a new President is placed. Another disagreement was that Faculty can be out for 12 weeks but the Committee disagreed since a semester is 16 weeks. It would cause confusion and conflict with other faculty that have to proceed with work from a faculty member because they have to leave or return during a semester. Vivian said that the new policy will need to be approved by the Provost. Tim and Dr. Holder will meet with the President and discuss the concerns presented in the Policy Committee meeting.

- c. Lecturer Policy
 - i. Jane Slaughter stated that she can't take it to the Deans until someone sends it to her. Tim stated that it is with AF&T, and he will follow up to get the status on when it will be sent to Jane.
 - d. Endowed Chair Policy-Tim Ross
 - i. Tim stated that UNM has no policy on how to assign a person as an Endowed Chair. Tim asked the committee review his draft of the policy and decide if it should be a B or C policy.
 - e. Teaching Load
 - i. Teaching Workload-Kate Henz has been leading this project to make Teaching Workload automated for 14 months. This project is driven by a 1975 policy (please see attached). The status of the project is that infrastructure has been worked on already for 13 months; the committee has 100 cases that are different and unique. Once the bulk of issues are accurate they will solve cases that need individual attention. The estimated time for this to be completed is another two or more semesters to figure out and re-code the main problems. Kate stated that this project is for Main Campus and Faculty only. The University Library, College of Nursing, Pharmacy, Medical School and Branches will not be included. The only change is what is in yellow and bold. Dr. Holder handed out a suggestion of what the policy should look like with the help of Jane Slaughter and Jackie Hood that will be sent to the Deans to see if it accommodates them. C100 Policy can be changed more easily than C110 since the proposed changes that were submitted from Melissa Bocklavoy and Tim Ross were never approved, they could be combined and used as one proposal. C110 – Teaching Load needs Regent's approval C100 – Work Load doesn't. Jane has suggestions of combining the policies to make generic. Dr. Holder suggested focusing on the work that Kate's doing to make sure the correct formula is used to work on the rest of the project.
2. New Business
- a. Policy C140
 - i. Nikki stated that Vic's concern is that he has been paid in the past to do work on the opposite side of campus but now his Chair will not pay him and instead use the money for the department since it is during company time that he is teaching another course not related to his original work. Under the Policy the Chair is allowed to keep the funds.
 - b. South Carolina Faculty Handbook Model and other news from Vivian
 - i. Vivian showed presentation to committee. The response was positive, the committee agreed to keep the presentation confidential and that it be emailed to each individually for review.
3. Meeting adjourned.