

Faculty Senate Policy Committee
Meeting Notes
February 1, 2024
10:00 am – 11:30 am
Zoom Meeting

Members Present: Elizabeth Elia; Meggan Gould; Michelle Head; Subramanian Iyer; Karen Patterson; Peninah Wolpo

Members Absent: Eve Espey; Jacob Ormsby

Ex-Officio Present: Nancy Middlebrook, University Secretary; Akshay Sood, Interim HSC Vice President for Faculty Affairs; Brandon Toensing, Office of University Counsel

Ex-Officio Absent: Barbara Rodriguez, Senior Vice President for Academic Affairs

Staff Present: Candace Lounsbury, Operations Specialist, Office of University Secretary; Carol Stephens, Professional Consultant, Office of University Secretary; Vivian Valencia, University Secretary Emerita, Office of University Secretary

Guest Present: Emily Luhman, Assistant Vice President of Human Resources

Meeting called to order at 10:03 am by Chair Peninah Wolpo. Quorum met at 10:03 am.

1. Approvals

Agenda was approved as written. December meeting notes were approved as written.

2. Updates

C200 "Sabbatical Leave"

The C200 policy will hopefully be placed on the agenda for the full Board of Regents meeting on February 15, 2024. The Academic Freedom and Tenure Committee made a slight revision at the behest of the Regents, but the change was not deemed significant enough to back out for faculty comment.

B3.1 "Clinician-Educator and Practitioner- Educator Faculty Titles"

This policy is now out for faculty vote through February 15. This is an interim policy to establish a new title for Practitioner Educator at the Health Sciences Center, with the possibility of expanding the title use to central campus at a later date. If the policy is approved, it will move forward to the Board of Regents for final approval.

3. Discussion/Action Items

C215 "Paid Parental Leave"

Emily Luhman from Human Resources joined the committee to help answer any questions. The committee was initially concerned whether the faculty covered in this policy would be affected if the B3.1 policy passes. Carol Stephens said that if the Practitioner Educator title passes, they would still be considered on either the lecturer or professorial track and would therefore be covered under this policy.

Stephens gave a little background on the history of paid parental leave and said that she also looked at this policy in conjunction with the Collective Bargaining Agreement, which raised some questions about relief from teaching duties but not research or advising duties. After discussion if clinical duties were considered teaching or advising, the Committee decided not to differentiate duties. Exceptions regarding specific duties and needs are left up to departments in accordance with written procedures with the understanding that any department/school policy will have to comply with both the Handbook and the CBA.

The duration of parental leave was also a concern. Some research grants will limit the amount of time a faculty member may take for parental leave, but UNM may elect to be more generous. If the university grants more time, funding would have to be provided to cover the portion the grant does not. Luhman explained that leave is funded through the indices that cover that position, if funding is not available the financial obligation will roll to either the Dean's overhead or other sources.

The question of the Family Medical Leave Act (FMLA), paid parental leave and medically required leave were heavily discussed, with most conversation questioning if parental leave can be taken concurrent or consecutively with FMLA. Luhman said that there is some conflict between federal policies and practices of offices in applications. FMLA policy allows for a choice, UNM allows for employee choice unless certain leave policies have different leave requirements such as paid parental leave. Stephens cautioned against making policy that had medically required leave and FMLA run concurrent because an employee's circumstances may require all of medically required leave be taken and still needing relief from FMLA. Luhman also clarified that although FMLA is an unpaid federal program, it does guarantee that an employee can take leave and have employment when they return but does not guarantee pay. Wolpo asked if the current policy for faculty requires leave to be concurrent. Stephens said that it is not in current policy, but it is in the CBA. Luhman encouraged seeking legal guidance due to the conflicting Department of Labor opinions. The Committee ultimately agreed that the goal of the policy was to allow for as much choice as possible so that faculty can plan out leave.

The committee will continue to work with Luhman to address the financial concerns of offering leave that is not covered by grants.

Work Status Table

This agenda item was deferred to a future meeting.

A53 "Development and Approval of Faculty Policies"

This agenda item was deferred to a future meeting.

C130 "Outside Employment and Conflicts of Commitment"

This agenda item was deferred to a future meeting.

Meeting adjourned at 11:34 am.