

Faculty Senate Policy Committee
Meeting Notes
March 7, 2024
10:00 am – 11:30 am
Zoom Meeting

Members Present: Elizabeth Elia; Eve Espey; Michelle Head; Subramanian Iyer; Jacob Ormsby; Karen Patterson; Peninah Wolpo

Members Absent: Meggan Gould

Ex-Officio Present: Nancy Middlebrook, University Secretary; Barbara Rodriguez, Senior Vice President for Academic Affairs

Ex Officio Absent: Akshay Sood, Interim HSC Vice President for Faculty Affairs; Brandon Toensing, Office of University Counsel

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

Guests Present: Beth Tigges, Regents Professor, College of Nursing

Meeting called to order at 10:04 am by Chair Peninah Wolpo. Quorum met at 10:04 am.

1. Approvals

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

2. Updates

C200 "Sabbatical Leave"

The C200 policy has been approved by the Regents and updated in the Faculty Handbook. Nancy Middlebrook will be sending a notification to campus faculty with the update.

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

This policy has been placed on the SSTAR agenda for the Regents meeting. If SSTAR approves, the policy will go to the full Board of Regents meeting March 21.

Other Updates

Middlebrook also reminded the committee that there were several University Administrative Policies that were sent out for review ahead of a campus wide comment period. In particular, the Policy Committee had a guest speaker earlier this year to discuss UAP 5200, concerning the allocation and assignment of space. Any changes to UAP 5200 will potentially impact the Faculty Handbook policy that is outdated.

3. Discussion/Action Items

C215 "Paid Parental Leave"

The discussion on C215 opened with a clarification on the Department of Labor opinions regarding whether FMLA can be taken concurrently or consecutively with paid parental leave. Federal

guidance is confusing, but the University did make an administrative decision to have FMLA and parental leave run concurrently. This aligns with both UAP policy and the CBA. Carol Stephens had introduced wording to address the committee questions, which was adopted as the proposed language to go to the Operations Committee.

Next the committee addressed the concerns regarding expectations of taking parental leave and the potential for abuse of that time to further career ambitions instead of using the time for bonding with new family members. Elizabeth Elia said that she is concerned about enforcement and that UNM has no way to confirm if the employee was bonding with the family. Ultimately, the committee agreed to a rewording away from setting expectations during parental leave to express that the purpose of the leave is to bond with the new family member.

There were no other changes made to the policy and was voted to move on to the Operations Committee for approval to send out for campus comment.

Work Status Table

The Committee discussed the future needs for policy review, choosing to address the C130 "Conflict of Commitment" policy as well as A53.2, which will be a new policy concerning school/college/departmental procedures. Middlebrook informed members that there will be some E policies coming from the Research Policy Committee but was unsure how soon. Additionally, the Committee can work on putting policies into the new format that haven't been converted yet.

A53 "Development and Approval of Faculty Policies"

The committee was able to briefly look at the A53 "Development and Approval of Faculty Policy" and to move the applicability section to the top. It is not changing the content, just the placement within the policy. The committee did not have time to completely address this topic and will continue discussion at next month's meeting.

C130 "Outside Employment and Conflicts of Commitment"

This agenda item was deferred to a future meeting.

Meeting adjourned at 11:32 am.