

Faculty Senate Policy Committee
Meeting Notes
September 4, 2024
10:00 am – 11:30 am
Zoom Meeting

Members Present: Eve Espey; Meggan Gould; Subramanian Iyer; Karen Patterson; Svetlana Poroseva

Members Absent: Ezra Depperman; Michelle Head; Katrin Schroeter

Ex-Officio Present: Nancy Middlebrook, University Secretary; Barbara Rodriguez, Senior Vice Provost for Academic Affairs; Akshay Sood, Interim HSC Vice President for Faculty Affairs

Advisor Present: 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

Quorum was met and meeting called to order at 10:04 am by Chair Eve Espey.

1. Approvals

Agenda approved as written. May meeting notes were approved as written.

2. Introductions

New and returning members gave brief introductions.

3. Discussion/Action Items

Committee Leadership Positions/Meeting time

Current chair of the committee, Eve Espey, called on nominations for the position and noted she would be willing to remain as chair. No other nominations were made, and a vote was held; Espey was unanimously confirmed. Next was a call for vice chair, for which Karen Patterson was nominated and elected unanimously. Finally, an electronic poll will be sent to committee members to determine the best meeting time going forward.

C215" Paid Parental Leave"

The Committee had a few changes from the previous comment period, including:

- In the applicability section, wording was changed to include eligible faculty for parts of this policy that is not covered by the CBA;
- In the policy statement, under Parental Leave Relief, changing departmental guidelines to college or school procedures/guidelines;
- Adding reference to UAP 3440 in the policy statement to clarify that while parental leave is paid, family medical leave is not, and the UAP will provide necessary information on FMLA;
- Wording was amended to clarify that more parental leave will not be given in extraordinary circumstances, but that the faculty member can work with their dean to determine an alternative leave option when parental leave is exhausted;

- Titles and appointments that are eligible for the policy benefit are referenced in the Office of Academic Personnel website as opposed to being specifically listed. This gave flexibility for title changes and newly created titles without having to amend the policy each time.

The committee briefly discussed adding in language discussing funding of parental leave as there was confusion over how leave will be paid if a postdoctoral fellow is part of a grant. The committee decided not to include funding information as it may change over time. The funding for paid parental leave was vetted by leadership and Human Resources as a covered benefit, out of UNM's overhead, and will apply to all eligible faculty regardless of department or grant involvement.

The last issue addressed was the flex track position, which is limited to HSC faculty. Previously, flex track faculty were considered "visiting" and would not be eligible for this benefit; however, flex track titles are still considered professorial or clinician educator titles, both of which are covered and not considered "visiting".

E120 "Effort Reporting"

Nancy Middlebrook noted the changes to the policy, which were regulatory in nature due to updated federal requirements. The Policy Committee accepted the changes, and the policy will now go to the Operations Committee to approve a 30-day campus comment period.

A53 "Development and Approval of Faculty Policies"

This policy had 2 proposed changes. The first proposed change will allow regulatory updates to policy, such as E120, to bypass a campus comment period provided that the updates are approved by the Policy and Operations Committees. The second proposed change will be to the structure of policy, moving the procedures section as the first section below the line as well as moving the applicability section further up in the policy. Both changes were discussed, but the policy will be sent out electronically for vote to move forward due to lack of quorum. If approved, the next step will be the Operations Committee's approval for a 30-day campus comment period.

C09 "Respectful Campus"

Middlebrook gave a brief overview of the memo for proposed changes to the C09 policy, including condensing language related to the consolidation of the Ombuds Services office. Other changes include updating the related documents and applicability sections. Due to lack of quorum, the memo of changes will be sent electronically for a vote to go the Operations Committee for final approval.

Meeting adjourned at 11:29 am.