

Faculty Senate Policy Committee
Meeting Notes
May 7, 2025
1 pm – 2 pm
Zoom Meeting

Members Present: Eve Espey, Meggan Gould, Michele Head, Subramanian Iyer, Karen Patterson, Svetlana Poroseva

Members Absent: Ezra Depperman

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

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

Meeting called to order at 1:02 pm by Chair Eve Espey. Quorum was met.

1. Approvals

The Committee proceeded with the agenda and April's meeting notes were approved as amended.

2. Updates

Policy Changes related to affirmative action

After the Committee electronically voted to remove references to affirmative action in two policies to align with changing federal guidelines, the RPM and UAP updated their policies without removing references to the same. The University Secretary's Office is waiting for confirmation, but changes to the *Faculty Handbook* may not be necessary.

Updates on D75 "Classroom Conduct", A61.2 "Curricula Committee", and A61.5 "Campus Advisory Development Committee"

All three policies were passed by the Faculty Senate on their April 29, 2025 meeting and will be uploaded to the *Faculty Handbook*. The University Secretary's Office will also notify campus regarding the approved policies.

C140 "Extra Compensation Paid by the University"

The Board of Regents voted to approve this policy during their April 15, 2025 meeting, and will be posted to the *Faculty Handbook*. The University Secretary's Office will also notify campus regarding the approved policy.

3. Discussion/Action Items

C215 "Paid Parental Leave"

Work on this policy was postponed due to potential legislative action in Spring 2025. Following the end of the legislative session, the Committee resumed discussions on revisions ahead of voting to send it to the Faculty Senate. Items discussed regarding this policy include:

- The Committee still had concerns regarding post-doctoral fellowship eligibility and the financial impact of granting paid parental leave. While a preliminary economic analysis was conducted in Fall 2024, one has not been done in light of changing federal funding on research grants.
- The ability of Deans making the final decisions on parental leave is proposed to move from the eligibility section down to procedures.
- Legacy language that was proposed to be deleted will stay in the policy.
- Changes to the amount of leave taken if both parents are in the same department. Historically, employees were asked to split their leave. New policy changes could allow for full leave for each employee.

The Committee agreed to postpone a vote on this policy until Fall 2025 to request a memo from the administration demonstrating their support for adding post-doctoral fellows to the policy, as well as confirmation that funding for parental leave will not come out of grant money. The summer will also potentially allow for the completion of the Collective Bargaining Agreement negotiations, as CBA provisions will also have an impact on faculty policy.

E110 "Conflict of Interest in Research"

This policy was reviewed by the Research Policy Committee and is ready for review by the Policy Committee. Changes are minimal to this legacy policy and will be reviewed over the summer.

E130 "Foreign Talent Recruitment Programs"

This policy was reviewed by the Research Policy Committee and will be sent to a working group in the Policy Committee due to the extensive nature of the review. Work on this policy will begin in Fall 2025.

Chair/Vice Chair position

Both the current chair and vice chair are willing to stay on in their current capacities for another year, so no elections will be held.

2025-2026 meeting time

The Policy Committee's administrative support will send out a poll to determine a meeting time for the Committee in the 2025-2026 academic year.

Meeting adjourned at 2:01 pm.