

Faculty Senate Policy Committee  
Meeting Notes  
December 6, 2023  
9:45am – 11:15am  
Zoom Meeting

Members Present: Elizabeth Elia, Eve Espey, Subramanian Iyer, Jacob Ormsby, Karen Patterson, Peninah Wolpo

Members Absent: Meggan Gould; Michele Head

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

**Meeting called to order at 9:49 am by Karen Patterson. Quorum met at 9:58 am.**

**1. Approvals**

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

**2. Updates**

*C200 "Sabbatical Leave"*

The C200 policy was approved to go on the agenda for the Board of Regents meeting but was tabled by the Regents to allow for more time to review.

*E40 "Research Misconduct"*

The changes to this policy that would bring it into compliance with federal regulations were approved by the Faculty Senate and those changes have been made on the Faculty Handbook website.

*C80 "Faculty Assigned Duties, Commitments and Availability to Students"*

This policy was approved by the Faculty Senate and was updated on the Faculty Handbook website.

*UAP 5200 "Allocation and Assignment of Space"*

This policy is still undergoing revisions in the Policy Office with the target of sending it out for faculty comment in Spring 2024. When UAP 5200 is completed, the Policy Committee will decide if and when they will look at the corresponding Faculty Handbook Policy A89.

**3. Discussion/Action Items**

*Chair/Vice Chair Elections*

Karen Patterson will be on sabbatical next term and will be stepping down from the chair position. Vice-chair Peninah Wolpo has agreed to serve as chair of the committee, pending election. A motion was made to elect Peninah Wolpo, was seconded and the vote was unanimous.

Member Eve Espey nominated herself to be vice-chair and there were no other nominations for the position. A motion was made, seconded and voted unanimously to elect Eve Espey as vice-chair for Spring 2024.

*Meeting Availability/new time for Spring 2024*

The committee agreed to have a new poll sent out to determine the best time to hold Policy Committee meetings. The Office of the University Secretary will be responsible for sending out the poll and determining a time. The first meeting of the Spring term will be the first week in February.

*C215 "Paid Parental Leave Policy"*

Carol Stephens had made some changes to this policy based on comments from the last meeting, including the definitions and the eligibility sections. The committee had concerns about the language concerning both parents taking leave, either concurrently or consecutively, and that only one parent will receive full salary. The committee felt this was not a gender equity policy and would disincentivize both parents taking leave. Barbara Rodriguez clarified that the CBA allows for each parent to take leave concurrently at full pay, however the CBA does not cover HSC faculty and would not be applicable. The committee felt the policy needed to be consistent for both sides of campus, both to reflect the CBA and make it equitable for the HSC.

The committee was still uncomfortable regarding the definitions of contract salary and whether incentive pay should be included. Stephens said that the policy won't go out for comment until February 2024, so there was time to get clarification.

*C130 "Outside Employment and Conflicts of Commitment"*

This agenda item was deferred to a future meeting.

*Work Status Table*

The committee looked briefly at the table. Patterson encouraged committee members to look at it more closely over break and to think about what policies should be given importance and how the committee could provide help and input.

**Meeting adjourned at 11:15 am.**