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**FPPC Minutes**

**Date: December 1, 2021**

Present: Marie McKendall (chair), Jeanine Beasley, Rebecca Davis, Kurt Ellenberger, Sean Lancaster, Douglas Montagna, Jagadeesh Nandigam, Kim Ranger (recorder), Deborah Sanders, Benjamin Swets, Ed Aboufadel (ex-officio)

Absent:Greg Cline, Chris Shafer

1. Agenda approved by consensus, as amended.
2. Minutes from 11/17/21 approved by consensus with small corrections.
3. Chair’s Report**:**

* Response from LIFT MGT Committee:
  + ECS has the response and will forward it to us.
* Peer Review Pilot
  + 3 volunteers; Marie will send materials to Chairs for Winter semester
* Tenure/Promotion question – Information needed:
  + In the past 10 years, how many faculty have been tenured but not promoted?
  + Of those not promoted at the time of tenure, how many were promoted later?
  + How much variation is allowed between units/colleges?
    - Might need to be uniform within a college.
* Succession Plan to UAS this Friday: if any changes need to be made, will be at end of academic year, after all committee succession plans have been reviewed.

1. Parental Leave Proposal
   1. FMLA should be spelled out the first time in line 2
   2. Change birth “mother” to “parent” on p. 17 chart
   3. Specify policy names even if repetitive (FMLA, Parental Leave)
   4. Right after chart: Medical leave for parent who gives birth for 6-8 weeks, followed immediately by 6 weeks parental leave for bonding. 12 weeks total unless birth parent has a Caesarian, in which case 14 weeks total. FMLA is 12 weeks unpaid leave that runs simultaneously with other paid leave.
   5. Holidays = Board-approved holidays
   6. Multiple births or adoptions = simultaneously
   7. Ben’s suggestion: This policy provides paid leave (6-8 weeks medical and 6 weeks bonding for up to 12-14 weeks paid leave) for GVSU employees who are the birth parent and eligible for salary continuation/short term disability policies. Under the Pregnancy Discrimination Act (PDA), a pregnancy will be treated the same as any other “disability”. The FMLA policy provides access to 12 weeks of unpaid leave. In this policy, GVSU is providing pay during the FMLA leave due to birth and/or bonding time for parents. Any available paid leave benefits will run concurrently with FMLA. The 12 weeks of parental leave must be taken within the first 12 months after birth, adoption or placement of a child for foster care. The Family and Medical Leave Act (FMLA) will be followed in approving a leave of absence. Information about the Family and Medical Leave Act can be found in the Senior Leadership Team Policies.
   8. SG5.02: Will need to rewrite in 2022 to clarify how it is implemented for faculty re: Academic calendar
2. 12-month vacation policy response
   * Our response will be sent to ECS and Teresa Beck
   * #5: utilize new parts-of-term calendar to schedule 12-week courses instead of 15-week
   * minor changes won’t need BOT approval
   * #3: general Dean instead of specific CHP? But this is a response to the letter from CHP dean.
   * add link from Ed:
3. LIFT scores charge first draft
   * Background: “annual salary adjustment” instead of “merit”
   * Section B: need last 2 paragraphs? Show that LIFT is being treated as one of those scales now.
   * Section D: add, “However can be used for trends….”
   * Section E: remove.
   * Section F: integrate references
   * Section H: annual salary” instead of “merit;” typo; “exemplary” instead of “meritorious”
   * Section I: distribution of answers = university wide; labeling – needs work (Ed)
   * Section J: apply Fall 2022
   * Recommendations: typo in 2nd line; change 2nd “unit” to appropriate comparison courses; #3 last sentence: focusing on individual comments is not appropriate; when being used for summative purposes. Add something about “combine 4 scores in one bar chart.”
4. Service during sabbatical charge
   * Tabled until Winter semester
5. Marie will send out Winter semester meeting schedule; we’ll continue on Zoom.
6. Meeting adjourned at 4:12 PM