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**Faculty Personnel Policy Committee**

February 9, 2022

3:00-5:00

**Minutes**

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

Guest: Natalie Trent, HR

1. Approval of agenda

* Parental leave moved up in the agenda.

2. Minutes from 1-26-22.

* Approved by consensus

3. Parental Leave for Faculty

* Marie presented a first draft of the parental leave policy for faculty.
* Ed suggested referring to 4.3.3 (benefits for non-tenure track faculty).
* Several minor changes and editing suggestions were made
* Decision to place policy on the HR website with a notation that any changes should be reviewed by FPPC.
* SG 5.02 needs to be reviewed and updated to Maternity and Parental leave. FPPC should review this policy.
* Discussion about alternative duties.
* Decision to make explicit that it is a process to come up with an agreed upon workplan; have Natalie and Ed’s position review it earlier. Marie will revise and bring back at the next meeting.
* Natalie suggested some changes some changes for clarification. Maternity (birth parent) and paternity should be non-birth parent. HR specialist will be the HR business partner (new model for HR). Under required documentation, a written parental leave plan should be developed and approved prior to the semester in which it will occur if at all possible.

1. Chair’s report

* 12-month faculty at UAS
  + Supported by UAS; but one faculty member said it was not enforced by his department. Provost made a commitment that it would be.
  + Ed met with Bonnie Bowen in regard to this; discussion about ideas for how to implement in departments that will not enforce the policy.
  + FPPC should keep following up with this issue.
* Other FPPC Proposals at ECS still not on the agenda.
* LIFT Bias Charge
  + Reviewed three LIFT documents (EPP recommendations, ECI response, LIFT-MC Response)
  + Ed mentioned that any changes passed by governance would need to be approved by the Provost, and a new Provost is coming.
  + Marie suggested that larger faculty input is needed
  + Discussion as to whether or not there is justification to eliminate LIFT; bias may be a part of evaluation no matter how we do it (yet it is important to do).
  + End result should be how we evaluate teaching.
  + Suggestion to send survey to all faculty to get feedback on report, which states that student evaluations fundamentally have bias, and they should not be used for summative evaluations. What do faculty think about these recommendations?
  + Assignment: Committee members to come up with questions that could be sent out to faculty. Send to Marie by Monday Feb. 14

5. Chair Election

* Ed Aboufadel oversaw the election.
* Marie McKendall was nominated; accepted the nomination, and was voted Chair.