

**Minutes of 1999-2000 Meeting #3**  
**Faculty Personnel Policy Committee**  
**November 2, 1999**  
**11:00-12:00, HRO Conference Room, LMH**

**Present:** Roger Gilles (recorder), Frances McCrea, Karen Novotny, Scott Richardson, Wendy Wenner (ex officio), Jim Wolter.

### **3.1 Call to Order**

The FPPC is not yet fully formed and has yet to elect a chair. In the absence of a chair, Wendy Wenner called the meeting to order at 11:05.

### **3.2 Election of Chair**

The chair election was postponed again until the full committee is formed.

### **3.3 Maternity and Related Leaves**

The committee discussed the draft of a new section for the Faculty Handbook, "Maternity and Related Leaves." Several suggestions were made:

- Include this policy not only in the Faculty Handbook but also in some kind of administrative manual so that administrators fully inform faculty of their rights and opportunities related to maternity and related leaves.
- Include some language about the "normal" length of a maternity leave, which is about two weeks prior to birth and about six week after birth.
- Stipulate that this policy applies to part A of section 2.3.3 in the Faculty Handbook.
- Insert the word "pregnancy" along with "Illness," etc., in part A of 2.3.3 and delete the word "unforeseen" in the opening paragraph of 2.3.3. Scott will look into the need or desirability to include "pregnancy" in part B.

Scott Richardson agreed to revise the draft based on these suggestions. The committee tabled the discussion of the adoption policy under "Related Leaves."

### **3.4 Policy on Objective One of the Institutional Plan**

This will be the main discussion item at the next meeting.

### **3.5 Adjournment**

The meeting was adjourned at 12:05.