

Faculty Personnel Policy Committee

March 16, 1999

8:30-9:30 am

Present: Linda Grinstead (secretary), Deborah Orth, Scott Richardson, Toni Perrine (chair), Jim Wolter

Absent: Abdul Latif, Karen Novotny, Diane Murray, Wendy Wenner

11.1 Minutes of February 23, 1999 approved as distributed.

11.2 As requested by ECS, the FPPC reviewed the current Faculty Handbook language related to absence from class along with implementation language from the Science and Mathematics Division.

In the case of illness there is a conflict between the *Science and Mathematics Office Policies and Procedures* policy of "every attempt must be made to meet the class" with that of the Faculty Handbook. The Faculty Handbook clearly states "Faculty members are responsible for meeting all classes for which they are scheduled. If faculty members are absent from teaching responsibilities due to illness, they should notify their unit heads and arrange for their students to be so informed at the beginning of the scheduled class meeting" (p.2 section III C). Any expectation beyond this places undue burden on the faculty member who is ill and his or her colleagues.

11.3 There appears to be a difference between the policy on family leave and the spirit of the policy. To mandate specifics takes away from the flexibility that currently exists. The main issue is the communication of the current policies to all faculty. The recommendation is to communicate the policy to faculty via a memo similar to that received by FPPC from Dave Venekase and to have Scott Richardson review the policy at the Dean's Council. The policy should also be distributed to faculty in the benefits folder.

The FPPC will continue to review the adoption leave issue.

It was recommended that Section 2.3.3.A under Salary Continuation in the Handbook be changed to "Faculty member's childbirth, illness, injury, hospitalization, and appointments pertaining to health. . ."

11.4 Deferred

11.5 Deferred

11.6 Deferred

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