**Faculty Personnel Policy Committee**

October 6, 2021

Online

3:00-5:00

Minutes

Present: Marie McKendall (chair), Greg Cline, Rebecca Davis, Kurt Ellenberger, Sean Lancaster (recorder), Jagadeesh Nandigam, Kim Ranger; Deborah Sanders,Benjamin Swets, Ed Aboufadel (ex-officio), Lindsey DesArmo (visitor for Parental Leave)

Absent: Chris Shafer, Jeanine Beasley, Douglas Montagna

1. Approval of agenda (pg. 1)
   1. Approved by consensus
2. Minutes from 9-22-21 (pgs. 2-4)
   1. Approved by consensus (with typo correction)
3. Chair’s report
   1. ECS discussion – Marie asked to visit ECS about pilot. This has been tabled until Oct. 15.
   2. Parental Leave

Considered GVSU Parental Leave Policy Proposal of Sept. 2021

* + 1. Rationale discussed and viewed positively
    2. Parental Leave Policy Statement discussed updated language
    3. Discussion about how FMLA is used concurrently with the paid leave.
    4. Deb summarized a list of edits discussed today to share with Lindsey DesArmo
    5. Discussion about how this impacts faculty, units, etc. with new 12 weeks of paid leave and that discussion is for FPPC future.

1. Update on LIFT pilot
   1. Ed provided update. Michelle Bowling (computer science) and Greg and Sean met. Questions came up in the small task force and questions were sent back to FPPC.
   2. Purpose of “bar chart” is to help with personnel then that should be a yes/no decision.
   3. Annual review was also discussed for these “bar charts.”
   4. Using pie charts and shading was discussed as a way to visualize data.
   5. We viewed some charts to see how they might be viewed/interpreted.
   6. Ed’s task force is charged with revisiting making viable charts for use. They will proceed.
2. Maternity Charge (pgs. 4-12)
   1. Discussion about role of faculty in the process and whether the policy happens without faculty input.
3. Leadership and Succession Planning Charge (pg. 13)
   1. Many inconsistencies exist across university committees with how succession takes place. FPPC needs to address this.
   2. How do you decide chair? What is chair resigns mid-year? Who is eligible to run? The process should help avoid lengthy meeting time figuring out process to resolve these issues.
   3. Eligible faculty should be current members who are not at the end of their term.
   4. Discussed how we would select chair in January.
   5. Discussed what happens with new chair elected mid semester. Have election immediately at first meeting this is known.
4. 12-Month Faculty Vacation Charge (pg. 14)