

Faculty Personnel Policy Committee

Minutes for October 10, 2012

Present: Andrea Bostrom, Andrea Bostrom, Jan Brashler, Jay Cooper, Kurt Ellenberger, Gary Greer, Jon Jellema, Paul Jorgensen, Linda Masselink, Marie McKendall, Chuck Norris, Scott Richardson, Dan Vaughn

Not Present: Gabriela Pozzi, Christopher Kierkus

1. The FPPC continued discussion of maternity leave policies (Charge #8) at GVSU and recommend the following forms of institutional support:

- Improved forms of communication to all faculty and unit heads regarding university maternity leave policy, including:
 - The University will pay for adjunct replacement during maternity leave (*in Faculty Handbook?*);
 - Examples of “normal” (typical) maternity leave durations for regular and caesarean births (*Human Resources documents?*);
 - Faculty will not be penalized for stopping the tenure clock (*not a “positive” statement; Human Resources documents?*);
 - Provide online data base of actual examples of negotiated maternity leave;
 - Include segment in Unit Head training that includes Maternity Leave procedures as well as “common practices” at Grand Valley;
 - Include segment on these issues in the first-year Mentoring Program
- Faculty “Ombudsman” to help faculty negotiate their maternity leaves. This may be in the form of, or include, relevant faculty / staff in Human Resources.

2. The FPPC discussed the review process for promotion to Full Professor (Charge #5). The FPPC requests clarification regarding the concerns of the ECS that the FPPC is being asked to consider, specifically the request to “review implementation” of the current Faculty Handbook policy. The FPPC reviewed Faculty Handbook policy in academic year 2011-12, including, comparison with peer-institutions and the advantages and disadvantages of creating a “University-Wide Full Professor Review Committee” and its inclusion at various levels in the review process. The conclusion of the FPPC at that time was that GVSU’s current policies regarding the process for promotion to full professor was well aligned with peer institutions and that creation of a new committee would not improve the process. The FPPC briefly speculated on the nature of the ECS concerns considering: (1) a possible desire to create uniform or equitable university-wide standards (rigor) for promotion to full professor and (2) explicit (listed) criteria by which promotion to full professor will be made. The FPPC concluded that the former is untenable and the latter is a matter that, to the degree it is possible, tenable only at the unit or college level.