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**FPPC Minutes**

**Date: January 26, 2022**

Present: Marie McKendall (chair), Jeanine Beasley ,Rebecca Davis, Kurt Ellenberger (recorder), Douglas Montagna, Sean Lancaster, Jagadeesh Nandigam, Kim Ranger, Deborah Sanders, Chris Shaffer, Benjamin Swets

Guest: Natalie Trent, HR

Absent: Ed Aboufadel (ex-officio), Greg Cline

1. Agenda approved by consensus.
2. Minutes from 1/12/22 approved by consensus.
3. Chair’s Report**:**

-Chair Election postponed until next meeting.

-ECS has been working on Title IX and strategic plan, which has slowed progress on other issues.

-Chair went over completed charges, charges underway, and pending charges for this year

-We will receive the LIFT-MGT Committee’s recommendations on LIFT bias soon

1. Service During Sabbatical

-Chair provided draft of FPPC recommendations.

-FPPC supported sending the draft to ECS as submitted.

1. Parental Leave

-Natalie Trent (HR) joined us for this discussion.

-Discussions centered around scheduling issues, which FPPC thought should be flexible given the unpredictability of birth dates, adoption dates, etc.

-FPPC decided that there could be alternate duties or course assignments (for example, a 6-week course, team taught course, courses that are “easier” to teach) but that the 12-14 week leave should remain intact. This will be worked out with Chairs and AVP Aboufadel reviews all of these which FPPC thought should help to ensure that a reasonable minimum level of equity across campus will be achieved.

-Chair will write draft language for next meeting.

Meeting adjourned at 4:32 PM