**Faculty Personnel Policy Committee**

February 23, 2022

 3:00-5:00

 **Minutes**

Present: Marie McKendall (chair – late arrival), Jeanine Beasley, Rebecca Davis, Kurt Ellenberger, Douglas Montagna, Sean Lancaster (recorder), Jagadeesh Nandigam, Kim Ranger, Chris Shaffer, Benjamin Swets, Greg Cline, Ed Aboufadel (ex-officio –arrived at 4 PM)

Guest: Mychal Coleman, HR

## Parental Leave for Faculty second draft (pgs. 4-8)

* Questions about teaching release and how that is determined (e.g., Dean, versus unit head, versus faculty member)
* Non birth parent gets 6 weeks off. But that would leave much time in a semester and a person could go back to teaching full time in week 7 if it worked out that way -- cleanly. But it could also be alternative duties assigned. Alternative duties can be assigned in ways that vary greatly and this was deemed problematic. These alternative duties can create inequities.
* The group discussed allowing “alternative duties” to be Scholarship. Using Scholarship allows everyone to be treated equally. Why cannot Scholarship be \*the\* alternative duties? But we also think it could also be Service (e.g., developing curricula).
* Birth parent “If that is part way through a semester, the unit will assign the birth parent alternate duties to be performed in the weeks before the medical leave begins” – This was questioned because it’s worded as \*will assign\* and we want to change it to \*may assign\*
* Non birth parent “The unit will assign alternate duties before and/or after the leave starting and ending dates for the duration of the semester” again, we questioned why this must occur and not may occur since teaching can happen before and/or after.
* Required Documentation B. “This plan will note the approximate leave starting date and the anticipated date of complete return. It will also describe the alternate duties that will be assigned and the anticipated outcomes from these duties. (See Appendix B for an example).”
* We want the faculty member to have a voice in the process and not just be assigned duties. Assignment creates inequities.
* Kim suggested: For the birth parent, the leave begins when the medical leave commences. If that is part way through a semester, the birth parent, through negotiation with the faculty member, HR, the AVP (Ed’s position), and the unit head, will assign/develop the birth parent alternate duties to be performed in the weeks before the medical leave begins, comprised of teaching, scholarship, and service (See appendix A for examples).
* We wanted to include 2 examples of a plan created. This would allow faculty to see that what they are being assigned is in line with typical expectations of the examples.
* Appendix A – the examples -- should be deleted. Instead, let’s include 2 sample plans. 1 could show simply returning to teaching, etc. The other could show doing extra scholarship and doing additional service (e.g., curricular work). We want to prevent inequities, but not be completely prescriptive. We don’t want non-normal faculty duties to be assigned.
* Alternative duties seems problematic as written. We want the language to talk about doing regular faculty duties (but it could be more – more Scholarship, more faculty service). Maybe “modified duties”
* Discussion - Non birth parent could potentially not teach in a semester even with just 6 weeks off. They might have non-teaching service and scholarship before and after (at an elevated level). This might be necessary in some colleges or units. But we also recognized that some units/colleges require teaching.
* Birth and non-birth FMLA should not be different than other FMLA that doesn’t pertain to a birth (as far as Teaching, Service, and Scholarship).
* We discussed “procedures for eligible faculty with semester-based teaching schedules” and thought about changing it. This applies to regular faculty, affiliate, but not visiting or adjunct.
* When a faculty member can teach before and/or after, then that can work in some units. When it cannot work, the faculty member should be released from teaching duties and engage in more scholarship/service. This was discussed, but not resolved.
* Women at the university should have similar benefit when it comes to this FMLA.