

FHRC
12.13.16
Notes

Present: Chris Craig, Roberto Canales, Cathy Pearman, Barry Wisdom, Shawn Wahl, Jamaine Abidogun, Alicia Mathis and Cindy MacGregor.

The meeting was called to order by Roberto Canales. The March meeting will be moved to March 7th. The committee was informed that the three submitted Faculty Handbook recommended changes were presented during the December 8th Faculty Senate meeting and all three were approved. There was one minor non-substantive editorial change to one of the recommendations which involved the deletion of the phrase “for consideration”.

The minutes were reviewed. It was suggested to correct the misspelling of the word “appreciate” toward the bottom of the page. Jamaine moved to approve with the spelling correction. All approved, motion carried.

Chris stated that background checks are now required on all per course and adjunct faculty. HR has suggested to replace the term adjunct faculty with University Associate. In addition, HR will now require a background check for such appointments. There were some concerns raised by this term/name change by a few committee members i.e. loss of the word “faculty”. The identifier “university associate” is less recognized in academia, it infers a lesser status, and confusion with Research Associate and Associate Professor. Chris is going to convey these concerns back to HR that the committee did not agree with the change.

Roberto presented a draft proposal change to section 6.6.6 (Short-term and Extended Sick Leave). This draft proposal takes into account recommendations from the December 2015 President’s Task Force on Leave and Family Support and recommendations from a recent meeting with Char Berquist and Catherine Jolivette both of whom played a key role in the President’s Task force recommendations. The draft proposes Section 6.6.6 be expanded to 6.6.6.1 (Short-Term Family and Medical Leave), 6.6.6.2 (Extended Paid Family and Medical Leave), and 6.6.6.3 (Request for Extended Paid Family and Medical Leave). Regarding short-term absences, the intent is to continue the practice of having this handled informally within the academic department without loss of compensation. It was stated that short-term family and medical leave applies to leave extending up to six consecutive weeks for one circumstance and extended paid family and medical leave applies to leave of more than six consecutive weeks for one circumstance. Over-lapping between 2 semesters was discussed and acknowledged. Roberto asked for feedback regarding the link provided in the draft proposal (the link directed the reader to the Provost website which further described the process to request an extended leave). The consensus was to leave the link. However, it was suggested to replace the word “reiterated” with the phrase “further delineated”. No changes were recommended to sections 6.6.7, 6.6.7.1 and 6.6.7.2. Chris noted that the granting of extended leave is not automatic and there needed to be a review process, as currently reflected on the Provost website. Chris stated that President Smart was fine as long as there was a process for reviewing requests. Roberto will share with Katherine and Char the proposed language changes to the draft. A comment was made that when the final recommendation is presented to Faculty

Senate that only the “affected language” and “unaffected language” be presented. Discussion on 6 week leave vs. 8 week continued. It was then suggested to add a paragraph specific to maternity leave because such leave can be less than 6 weeks or more than 6 weeks. Roberto will devise some wording that will be presented in January.

Roberto then presented a draft proposal specific to sick leave accrual and reporting of sick leave. This draft proposal takes into account recommendations from the 2015 Faculty Senate ad hoc Committee on Faculty Benefits, the December 2015 President’s Task Force on Leave and Family Support and recommendations from a recent meeting with Rhonda Ridinger. Rhonda played a key role in the committee and task force. The draft language further defines sick leave, accrual of sick leave, incorporates the current reporting policy and recognizes 12-month faculty. Discussion continued on 9 month faculty vs. 12 month faculty and whether or not they should both earn 12 days of sick leave per year, regardless of summer teaching obligations. It was stated that President Smart was concerned about faculty accruing sick leave during the summer period when the faculty member was not involved in teaching activity, discussion continued. The committee recognizes that 9-month faculty who are not involved in summer teaching activity still contribute professional service activities on behalf of the university during the summer. It was then discussed to have 10 days for a 9 month contract and 12 days for those with additional summer assignments. Roberto will work with Jamaine to get exact suggested wording. It was suggested to add the wording “or has assigned an alternative activity” in bullet number 4.

It was suggested that all changes be presented to Faculty Senate in February. Roberto asked committee members to be available for discussion and questions.

There was clarification of last month’s discussion on Staff Employee handbook versus Faculty Handbook. Discussion continued that there was some “faculty” language in the Employee handbook which is for staff. It was suggested that the FHRC compare the two handbooks and make corrections.

Meeting adjourned.