

Faculty Handbook Committee
Minutes
FINAL

Date: April 29, 2013
Time: 11:00 a.m.
Place: Philosophy Conference Room
Attendance: All present.

This was the fifteenth meeting of the 2012-2013 academic year.

The committee met with Sheila McGinn and Linda Koch to discuss the Gender & Diversity Committee's Proposal on Parental Leave Policy for Primary & Secondary Caregivers. The Faculty Handbook Committee had a number of questions about the proposal.

To avoid any misunderstanding that parental leave would not be automatically granted upon request, it was suggested that the term 'application' should replace 'request' in Section V, paragraph 2. 'Faculty' fellowship was substituted for 'Grauel' fellowship in the following paragraph. The dean was added to those administrators who should be notified of the arrangements made to teaching schedules when a leave is given for the birth, adoption, or inception of permanent legal guardianship of a child

It was suggested that allowing a primary caregiver who is not requesting a parental leave to be able to request a one-year extension of the tenure clock was unnecessarily confusing and should not be permitted. Linda Koch was going to take this back to committee.

The main concern of the Faculty Handbook is whether the proposal is consistent with the Faculty Handbook. The Faculty Handbook classifies the allowable types of leave. It also states the type of leave for which the period of absence counts toward tenure. It is silent on whether any other type of leave stops the tenure clock. Thus a policy approved by the Faculty and promulgated by the President that stops the tenure clock for other types of leave stated in the Faculty Handbook would not be inconsistent with the Faculty Handbook.