

Faculty Senate Welfare Council Meeting Agenda
Board Room, MUC
December 16, 2010

Minutes

Meeting called to Order at 3:30 PM

Present: L. Puchner (substitute for Tianlong Yu), Edmund Hershberger, Florence Maatita, Chris Pearson, Susan Yager (Chair), Steve Kerber, Rhonda Comrie, Mark Hildebrandt (scribe), Walter Siganga

Excused: Christienne Hinz

Guests: Sherrie Senkfor, Director of Human Resources, and Julie Hopwood, Assistant to the Provost for Policy and Communication

Other faculty: Eric Ruckh

1. Guest Sherrie Senkfor, Director of Human Resources
 - a. Family Medical Leave Policy (FMLA) – *Sherrie provided an update on current policy. Policies and Procedures are noted on the Human Resources website. There have been many updates over the years, including to Family Medical Leave policy (FMLA), to be in compliance with state and federal law. Sherrie noted that various policies affect different categories of employees differently while some do not. FMLA is enforced rather liberally at SIUE and, in the case of most medical leaves, documentation from health providers is most highly regarded. It is always best for each employee to call HR to address what applies to them and their specific situation.*
 - b. All Employees Procedures Manual– see Blackboard course, Work in progress button, 2010-11 folder, Human Resources – All Employee Procedures Manual folder
 - i. Background of policy development: *This was discussed extensively by Sherrie and members of the WC. Sherrie noted that the last draft of this document was in 1998, and there was a perceived lack of transparency across campus. She was trying to create an overarching document that may have been too ambitious.*
 - ii. Constituencies included across campus: *Sherrie noted that All Employees operate under some all-inclusive laws and statutes while, in some instances, different employee categories/handbooks/collective bargaining agreements, etc. apply. The WC sought clarity on which policies are rigorous vs. flexible, which policies are old vs. new. Sherrie and Julie noted that this document is a draft and they were ...*
 - iii. Looking for feedback...on...
 1. What does relate to faculty?
 2. What does not relate to faculty?*Sherrie will do her best to address these questions at the next WC meeting on January 20. It was later decided that the Faculty Status*

Committee will also meet in mid-January to prepare questions for Sherrie. Sherrie sought help from the WC on what pertains to Faculty. Eric Ruckh: Drafts of policy content and changes need to be available to all Faculty, and faculty need to be able to have informed conversations with their representatives. Faculty need to know what are the new vs. the old policies. Eric noted that there needs to be better communication all around or consideration of unionization for faculty could result.

2. Announcements
 - a. WC#1-09/10: Promotion Policy and Guidelines – approved by Welfare Council 11/18/10, Faculty Senate 12/2/10, Provost 12/8/10
3. Consideration of Minutes from November 18, 2010, meeting: *approved conditional to some minor edits*
4. Standing Committees
 - a. Faculty Status Committee – Comrie
 - i. Honorary Degree and Distinguished Service Awards Committee
 - ii. Teaching Excellence Awards Committee
Above committee has not met yet. They will look at the All Employees Procedure Manual (see 1.b.) draft in preparation for the January 20 meeting. They will look at what is relevant to Faculty from the WC point-of-view.
 - b. Faculty Benefits and Facilities Committee – Hinz (excused)
No Report: WC voted/assigned them the task of looking at the SIUE Task Force for Family Friendly Policies: Final Report. Susan Yager agreed to be involved, too.
5. Unfinished Business
 - a. WC #02-09/10 Family Leave Policy – returned by Provost – discussion after hearing from guest Senkfor (Item #1a above) plus document “Family Friendly History Welfare Council” – see Blackboard course, Work in progress button, 2010-11 folder.
SIUE Task Force for Family Friendly Policies: Final Report will reviewed by the Benefits and Facilities Committee, and Susan will be involved.
 - b. WC #03-09/10 Tenure Policy and Guidelines – returned by Provost
Needs to be revised by the committee and, like the All Employee draft, needs to be discussed further.
 - c. Nonbinding resolution regarding tuition increase drafted by Councilman Kerber – see Blackboard course, Work in progress button, 2010-11 folder
Susan
The Executive Counsel suggests that Steve float this idea as New Business at the February meeting of the Faculty Senate.

6. New Business

Jon Pettibone will be asked to distribute the All Employees Manual (draft) following the above meetings. Senators then need to distribute it among their constituents.

Eric Ruckh: What was wrong with having this document circulated among faculty?

7. Other Business

None

Meeting adjourned at 5:50 p.m.