Faculty Welfare Council Meeting Minutes

Thursday, February 27, 2014, 2:30-4:30 PM, University Club Room


1. Called to order, 2:32 PM, Mark Hildebrandt.
2. February 20, 2014 minutes postponed to next meeting.
3. Announcements: Tom Jordan will be discussing Family Leave Policy, 2:45 PM.
4. No Standing Committee Reports.
5. Unfinished Business.
   a. Social Media Policy.

Revisions were made to the proposal returned from the Provost’s Office by the Faculty Benefits and Facilities sub-committee and are submitted for review. Changes were made to the Consent Form in alignment with the suggestions from Legal Counsel. Changes were made to page 3 of the proposal as incorporated. Some revisions suggested by the Provost’s Office could not be made as requested. Intent of the policy is to protect the student and create a framework for faculty to function within the policy. Law enforcement students will have considerable difficulty complying with the requirements of the current Social Media Policy regarding revealing/concealing identities.

Suggested changes from the FWC:
   i. Delete “for one academic year.” Fifth bullet point should read as follows, “Signed consent forms should be collected by faculty and kept along with all other student assignments.”
   ii. Last sub-bullet point, page 3, should be changed to read as follows: “When the social media course is a required course for graduation, students who decline to sign a consent form must be provided with an alternative course offering to enable them to graduate.”
   iii. Following the presentation of Tom Jordan regarding the Faculty Leave Policy, a motion to accept the Social Media Policy as amended was made (Kerber) and seconded (Carr). Motion carried.

b. HR Faculty Policies and the Faculty Handbook.

Discussion regarding Military Leave: Should the Faculty Handbook refer faculty to the University HR Policy that would be in compliance with State and Federal Law? Currently, University HR Policies are more generous than those described in the Faculty Handbook.

Other areas of concern: Jury Leave, Temporary Leave, Bereavement Leave.

Question: Who is in charge of updating and maintaining the Faculty Handbook?

Hildebrandt will follow-up on this question.

Currently, inconsistencies exist within the Faculty Handbook and within the electronic version of University Policies.
Military Leave should receive some attention and alignment with current University HR Policy.

   a. Family Leave Policy.
      History of policy described by Tom Jordan.
      Discussion ensued regarding the intent of the policy: deal with faculty member need to care for someone else:
      i. Parental Leave.
      ii. SIUE Family Leave, Paid and Unpaid.
      iii. Extended Leave.
      iv. Approval Processes.
      v. Flexible Options, Different workloads and modified duties.
      vi. Duration of Leave.

      Approval process needs deadlines. The Implementation Committee needs Operating Papers. Establishing an effective date of July 1, 2015 will allow time to develop Operating Papers. Perhaps an IC could be developed of 8 full time tenure/tenure-track faculty, 1 per school, composed along the lines of Salary Equity, and who would report to the Faculty Welfare Council. Confidentiality and speed would be essential components of this committee. It was decided to form a group of volunteers among the FWC to examine this policy and make recommendations. The goal is to ensure equity across schools. Ken Moffett, McKenzie Ferguson, Erin Heil, along with Tom Jordan will draft a document related to deadlines and Operating Papers and will report to Faculty Status Sub-Committee.

   b. Ombuds Report 2013, first read.
      Consensus to accept this report.
      Suggestions from the Committee include the following:
      i. In the future, re-examine the Ombuds Operating Papers regarding the extent and intent of the mediation process.
      ii. Need to establish a definition of contacts, situations, and cases, and use the language consistently throughout the report.
      iii. To the extent that non-tenured faculty was assisted, this data needs to be identified.

   Motion to adjourn (Yu), and seconded (Carr).

   Adjournment, 4:37 PM.

   Respectfully submitted,

   C. Durbin.

Minutes approved by Welfare Council: March 20, 2014