Faculty Senate Welfare Council Minutes
Minutes for Thursday, February 20, 2014

Meeting Convened at 2:30 p.m.

Present: Jeff Banker, Christine Durbin, McKenzie Ferguson, Erin Heil, Mark Hildebrandt (Chair), John Hunt, Steve Kerber, Ken Moffett (scribe), Tim Ozcan, Xudong William Yu

Excused: T.R. Carr

Guests: Tom Jordan, Office of the Provost; Sherrie Senkfor, Office of Human Resources

Announcements

1) The Welfare Council Chair has asked the Faculty Senate Executive Committee to approve Ken Moffett as co-Chair of the Welfare Council for the remainder of the Spring 2014 semester.

2) Ari Belasen, the Chair of the Faculty Senate Executive Committee, notified Mark Hildebrandt that the committee is now working on an internal equity raise plan that will be combined with the external equity plan. Jane Gillespie has offered to help combine the plans. Ken Moffett has been asked to assist with the combining of these plans.

3) A meeting of the Welfare Council was scheduled for February 27, 2014 to discuss Family Friendly Leave Policies.

Approval of the Minutes

1) The minutes of the January 16, and both January 23 meeting minutes were approved.

Reports of the Standing Committees

1) There was no report from either standing committee.

New Business

Tom Jordan (Office of the Provost) and Sherrie Senkfor (Office of Human Resources) came to talk with the Welfare Council about the new Human Resources Policies Draft, dated February 3, 2014. She and Tom discussed a number of major changes that are being proposed.

First, the Military Leave Policy in the Faculty Handbook does not comply with Illinois state law, while the proposed Human Resources policies are consistent with state law. In particular, state law requires all state agencies to grant paid leave for the duration that a member of the military is on leave. The military member cannot suffer a loss in pay from his or her state employment during the time that s/he is on duty. The Military Leave policy either needs to be changed to comply with state law, or needs to be repealed in favor of the Human Resources policy in this area.

Second, there is a proposal to change the temporary leave policy in the Faculty Handbook to be consistent with the Human Resources policies. In particular, temporary leave is available to tenured faculty, but not instructors, non-tenure track faculty, or tenure-track faculty. The Human Resources
policies would extend the ability to take temporary leave to instructors, non-tenure track faculty, or tenure-track faculty. Staff members also have the ability to take temporary leave in a similar fashion.

Third, there was a discussion about the way in which the leave policies treat bereavement leave, jury duty leave, and other forms of leave. There is a disconnect between the Human Resources policies and the Faculty Handbook in these areas. The Faculty Handbook either needs to be revised to deal with these inconsistencies, or the relevant sections of the Faculty Handbook need to be stricken in favor of the Human Resources policies.

Finally, other sections that Sherrie Senkfor highlighted were Section 5.2, 5.14, 5.17, 5.18, and 5.22 of the proposed Human Resources policies that need to be considered by the Welfare Council.

Unfinished Business

Tom Jordan also came to discuss the Social Media policy with the Welfare Council. He commended the Welfare Council for improving the policy language and eliminating the suggested actions language. That said, the Office of Legal Counsel has requested changes to the consent form so that it reflects current case law. Also, the Provost has asked the Welfare Council to draft a core of the Social Media classroom policy that faculty can use in their courses. For example, how is the consent form going to operate? Also, what about minors who are taking courses at SIUE? Further, what kind of record is the consent form?

Tom Jordan also stated that the policy should say a few more things about what alternative assignments look like, should a student opt out of signing the consent form. In addition, he asked about what would happen if a course with social media were a required course in a program of study. He encouraged the Welfare Council to consider what might happen with ad hoc arrangements.

Mark Hildebrandt referred this matter to the Faculty Benefits and Facilities subcommittee.

Other Business

Tom Jordan also discussed the outlines of the Family Friendly Policies that are scheduled to be considered by the Welfare Council at its meeting on February 27, 2014.

The Welfare Council also discussed the Ombuds position interviewee selection process. After a discussion, the Welfare Council agreed to interview all four candidates for the position during its regularly scheduled meeting on March 20, 2014.

Mark Hildebrandt announced that e-mails have been sent to deans whose colleges or schools need to elect replacements for their Faculty Grievance Committee or Faculty Salary Equity Committee members.

Meeting Adjourned at 4:30 p.m. through a motion by Steve Kerber that was seconded by Ken Moffett.

Respectfully Submitted
Ken Moffett

Minutes approved by Welfare Council: March 20, 2014