

FACULTY SENATE MEETING
Friday, December 11, 2020
3:00 PM via Zoom

Faculty Council Web site: <http://behrend.psu.edu/for-faculty-staff/committees/faculty-senate-and-council>

I. Call to Order – Emily Cassano, Faculty Senate Chair

Special topic for today's meeting: New policy on faculty paid leave

II. Kim Paris from the HR Department gave a presentation on the new policy.

The academic paid leave guidelines:

- Are a consistent approach for all Commonwealth Campuses
- Meet or exceed all University policies and procedures
- Apply to situations that meet FMLA definitions – if required to be out 3 consecutive days for the same illness or injury

Kim explained the updated FMLA parental bonding leave for faculty. Details covered included the following conditions for tenured and non-tenured faculty.

- Faculty member giving birth
- Faculty member not giving birth
- Adoption

Kim explained the updated FMLA leave policy for injury or illness for the faculty member

- Includes FFCRA (Families First Coronavirus Response Act) policy for Covid-19 issues
- Quarantine for self
- Quarantine for family member
- Care for child due to school or child-care closing

Kim explained the updated FMLA leave policy for faculty caring for family.

III. Discussion and questions from faculty members were posed during and after the presentation.

IV. There was concern over the fact the non-tenure track faculty, NTT, were being treated differently. There was concern that there are a disproportionate amount of female NTT faculty and thus the new policy is discriminatory.

- a. Kim pointed out that faculty must return to work in some capacity and discuss it ahead of time with the director of their school.
- b. Chancellor Ford said that it was not the intent of the Behrend administration to differentiate in the past. This is the updated policy of the university that we must follow. Its implementation is where we have flexibility.
- c. There is a chancellor's office oversight of the level of engagement.

V. A question was raised as to why this information was not given to us during open enrollment.

- a. Kim said the information has been rolled out at a higher level for quite some time, however they are just now communicating the policy.

- b. Kim encouraged the faculty to follow through with their concerns.
- VI. There was a concern about how partners who do not give birth received only 2 weeks leave for a birth, but 6 weeks for an adoption.
- a. Kim explained that some of the guidelines were set by the FMLA law.
 - b. Clarification from Kim (provided after meeting): While HRG18 only allows for 2 weeks of paid time off for a faculty member not giving birth, the guidelines that have been established for the commonwealth campuses allows for 6 weeks of paid time off. If you recall, there was a question about the discrepancy between adoption versus a partner giving birth – it is consistently 6 weeks.
- VII. A faculty member pointed out that AAUP data has been published on full time women faculty and faculty of color. A question was raised as to how this updated policy fits in with equity and retention issues.
- VIII. Concerns were raised as to the disruptive effect this policy may have on student outcomes if a faculty member must leave and come back in the same semester.
- a. Kim reiterated that the topic should be discussed beforehand with the director. There can be planning for the work based on disruption to the students, including teaching, advising, and other non-teaching responsibilities.
- IX. A faculty member asked if matters if a faculty member must be married to qualify.
- a. Kim said the partner must be recognized through the benefits package.
- X. A faculty member asked how this policy compares with the one provided for University Park faculty.
- a. Kim informed us that it meets or exceeds the University Park policy.
- XI. Pam Silver posted a link to the document in the chat. It will also be provided in a follow up email from Emily Cassano - https://pennstateoffice365.sharepoint.com/:w:/s/CampusWebGroup/EULV9P8oLnlNsfvojCxmkqABpicuuUqsLyc2NcN_1PJBiQ
- XII. Emily said that she will send an email. If faculty are interested in getting the language changed then we will work with the Behrend Faculty Senators - email was sent and is in works, along with assistance from college leadership.
- XIII. Motion to adjourn
- a. Luciana Aronne and Lisa Jo Elliott