

Faculty Senate
McCormick Room, Library
Minutes of the December 8, 2014 Meeting

Present:

Kris Bartanen, Bill Haltom, Zaixin Hong, Brendan Lanctot, Judith Kay, Paige Maney, Emelie Peine, Maria Sampen, Leslie Saucedo, Shirley Skeel, Chris Spalding, Jonathan Stockdale, and Ariela Tubert

Guests:

Gwynne Brown, Liz Collins, Kena Fox-Dobbs, Patrick O'Neil, Lyle Quasim, Brett Rogers, and Stacey Weiss

Meeting called to order at 4:01 p.m.

Announcements

A continuing conversation about enrollment with President Thomas is scheduled for Tuesday November 9th, 2014 at 4:00 in the Tahoma Room. This presentation is informative and worth faculty engagement.

Approval of minutes from November 10, 2014 meeting

A motion to approve was made by Leslie Saucedo and seconded by Paige Maney. No revisions were proposed; the motion carried.

Approval of the minutes of November 24, 2014 meeting

A motion to approve was made by Judith Kay and seconded by Kris Bartanen. No revisions were proposed; the motion carried.

Updates from Liaisons to Standing Committees

No updates were made.

Updates from the ASUPS representative

Paige Maney reports that there has been much political chatter on campus since the judgment issued a week ago by the grand jury about the shooting death of Michael Brown in Ferguson, Missouri. Pictures from the Die-In protest initiated by faculty that occurred today in the Wheelock Student Center are on the university's Facebook page. The Black Student Union is meeting at 7:00 p.m. tonight, Monday December 8th, 2014 in the Murray Board Room; BSU members would appreciate having faculty members attend. The annual Misteltoast dance is scheduled for Wednesday, December 10. There will be no midnight breakfast this December.

Updates from the Staff Senate representative

Shirley Skeel reports that the Staff Senate Book and Bake sale raised about \$600 toward book scholarships for one to three students; many of the unsold books were donated to the local YWCA. The Staff Senate has been asked by the President's Cabinet to give feedback on a proposal for merit pay for staff to be implemented 2015-16. A merit system will require consistent and fair performance reviews. There will be training for staff supervisors about how to

conduct performance reviews during the annual staff development workshops in January 2015. Faculty supervisors will be given individual training through the Office of Human Resources. When asked about the origins of the merit proposal, Skeel recounted that last year the Staff Senate voted that no merit pay be proposed in future submissions to the Budget Task Force due to concerns about the lack of a fair and universal system for assessing who should receive merit pay. The President's Cabinet took this concern under consideration, discussed merit pay for staff, and decided that a policy change was worth pursuing. Skeel was uncertain whether merit pay had been distributed in the past. Bartanen explained that merit pay had been used in past years, but in recent years when there had been a small salary pool, these limited funds had been distributed to staff entirely or largely on an across-the-board basis. One senator noted the importance of achieving fairness in reviews across many different types of staff jobs; Skeel indicated that the proposal aims to address this need. An appeal process would be built into the plan.

Discussion of recommendations from the Honorary Degree Committee

The Senate moved into closed session.

Update from the Ad Hoc Committee reviewing the Faculty Medical, Family Leave, and Disability Policies

In early March 2014 a group of faculty met informally to discuss maternity, family, and medical leaves. On March 24, 2014, a group of faculty made a motion to the Faculty Senate for a charge to create an ad hoc committee and to formulate recommendations, which passed. The Ad Hoc Committee consists of Shannon Briggs (Human Resources), Gwynne Brown, Kena Fox-Dobbs, Renee Houston, Brett Rogers, Ariela Tubert, and Stacey Weiss as Committee Chair. (Tubert, as a member of the committee, recused herself from leading the Senate meeting during this section of the meeting.)

In Spring 2014 the Committee expressed its desire for input via an email to the full faculty. The Committee met five times over the summer and five times during fall semester 2014. The Committee's full report to the Faculty Senate is attached as Appendix A. These minutes are meant to supplement this report.

The Committee intends to review all the following policies, which were briefly explained.

- Parental leave pertains to the addition of new child whether through foster care, adoption, or birth.
- Personal medical leave pertains to short-term illness, impairment, or injury including medical issues associated with pregnancy. Birth is not just about bonding but it is also a medical event. Pregnancy leave for medical needs is different than parental leave for bonding.
- Extended medical leave continues beyond personal medical leave for chronic illness or return to work not in full-time capacity.
- Long-term disability refers to a disability that lasts longer than six months.
- Family medical leave pertains to care of an ill child, parent, or spouse. It does not apply to non-married partners. The Committee recommends that it should be so extended.
- Puget Sound has no bereavement or armed services exigency leave for faculty; the Committee will review and make recommendations about these matters as well.

Thus far the Committee has focused primarily on parental leave. The Committee noted that with respect to paid maternity leave internationally, most countries offer mothers three paid months away from work. Fewer countries offer paid paternity leave. There is a wealth of data that parental and family medical leaves are important not only for family bonding and support of family values but also for increased worker satisfaction and improved worker capacity to provide elder care. An aging population makes provision of elder care an increasing concern for workers.

In terms of Puget Sound's peer institutions, some schools already provide a full semester of paid leave for both mothers and fathers. The Committee avers that Puget Sound should be leading the charge; instead we are lagging far behind both our peers and aspire-to institutions.

Fox-Dobbs then spoke about the interviews conducted by Committee members. She presented data to indicate how well the sample reflected the total faculty. Although both male and female tenure-line faculty of all ranks were interviewed (n=26), there was a slight over-representation of assistant and associate faculty relative to full professors, and of women relative to men.

Committee members spent about thirty minutes conducting each interview. Brown noted that interviewees often recounted with strong emotions their experiences with leave policies, sometimes coming to tears. Interviewees discussed the content of the parental and medical leave policies as well as their unfriendly tone as currently written; interviewees wanted better policies as well as increased fairness and transparency in how leaves are processed. Although the Dean's efforts to secure adequate leave were appreciated individually, faculty members were left with a lack of clarity about whether they should be getting more or less. They had a sense of inconsistency from case to case.

Additional themes that emerged from the interviews included a concern that taking a leave would burden their colleagues. Faculty members expressed gratitude for their colleagues and believed that it was a shame that their absence would put extra work on their colleagues. Some faculty members had used their sabbatical leave for medical leave or family leave, which indicated that some faculty had been willing to sacrifice their professional growth rather than place demands on the institution.

Some faculty reported that following complications from childbirth they had had to return to work much too soon with long-term negative ramifications. Currently Puget Sound covers birth mothers but not adoptive and foster parents or birth fathers. The latter receive no paid leave whereas most birth mothers receive six weeks leave or one unit paid release; this inequity was resented. In the interviews, mothers who gave birth during the summer or winter break reported that they were not able to access this benefit – that is, they were not able to take the one-unit course release. These mothers felt they were penalized for giving birth outside the semester.

The overall perception by the interviewees was that each person was in it for him or herself with resultant discrimination by and antagonism with the administration. Interviewees felt the policy created a negative model for students when they witnessed faculty struggling to balance family, health, and work. Additional themes from the interviews are in the attached report.

Fox-Dobbs then presented institutional comparison data. Paid personal medical and family medical leave are difficult to quantify, although there was a common standard that six weeks of leave equals one teaching unit. Consequently the graph in the report focuses on paid parental (pregnancy) leave—the easiest category to compare. The specific language of each parental leave policy differs at each institution, which complicated making comparisons. All the

comparison schools are on a 2/3 teaching schedule and the comparison had to factor in this difference. In schools with a 2/3 teaching load, faculty parents tend to take a two-unit semester at full pay. Some schools offer a one-unit release at full pay and two-unit (one whole semester) release at half-pay (which totals 75% pay for the academic year).

Brown and Rogers presented the Committee's recommendations built on the goal of enabling faculty to be function well as professionals who balanced self-care and family-care. The Committee recommends revising current policy so that those taking leave will be released completely from service and advising for the semester. (The current policy allows a 25% pay reduction for release from service and advising.)

Relevant to all leaves, the Committee recommends an automatic one-year delay of tenure review per event, from which the employee can choose to opt out. The Committee suggests that employees be able to take up to two years in delay in the case of two events. The aim is to alleviate stress on new tenure-track faculty who tend to complete their doctorates at a later age and for whom the first years of a tenure-track position are also crucial for starting a family.

Further details about these recommendations are in the report.

Rogers explained that current policy offers a one-unit unpaid course release for family medical leave (which includes elder care, etc.). Some interviewees expressed concern that a family medical leave policy that grants only one-unit release is insufficient to deal with matters such as serious illness or ongoing elder care. The Committee seeks guidance about whether its recommended one-unit release is sufficient for personal medical leave and family medical leave. And further, is there equitability between its recommended family medical leave and parental leave?

Rogers then presented two models of parental leave. Interviewees showed support for both parental leave models in the attached report, while also showing concern for practicality. The three criteria for eligibility in both models are at least 12-months employment or holding a tenure-track position; being a parent of a newborn or a newly placed foster or adopted child; and the parental leave must be completed within twelve months of birth or placement.

Model One offers a two-unit course reduction of paid parental leave and up to one unit of unpaid leave. Model One is based on the idea that a birth mother could combine one-unit pregnancy leave with two-units of parental leave in order to effectively obtain a semester of paid leave for both birth and bonding. Model Two offers a three-unit course reduction of paid parental leave, which would provide a full semester leave for all birth parents (in addition to a one-unit medical leave for a birth mother) and for all foster and adoptive parents. Given that Puget Sound provides six-weeks of paid medical leave (one paid course release), Bartanen asked whether current law requires paid medical leave. Rogers responded that, no, while unpaid leave is required by federal and state law, zero paid leave is the current law.

The Committee sees pregnancy and parental leave as a gender problem that disproportionately affects women (and our interviewees, regardless of sex, agreed). Nevertheless, the last twenty years of data from Puget Sound estimate that, on average, there are 4.5 births to female faculty and 4.5 births to male faculty per year.

Rogers concluded the presentation by asking several questions:

- What data do we need?
- To whom do we need to speak?
- What are predicted costs from the institutional perspective?

- What leaves should be replaced? Sometimes faculty are replaced and other times not.
- The Ad Hoc Committee wants to bring its report and recommendations forward for discussion at the February 2, 2015 faculty meeting. Is this best time to come forward?

The Committee received applause at the conclusion of its presentation.

Discussion ensued. Several additional questions emerged, including: “What are you asking for faculty to decide when you ask them to choose between the two models?” “Should one model or both be presented to the full faculty?”

Sampen reiterated how bad Puget Sound’s leave policies are. She asked, “What is the advantage of Model One over Model Two?” She recommended that the Committee should present the ideal version and only scale back if necessary. This approach let options emerge so that the faculty is more likely to obtain what it wants.

Spalding cautioned against presenting two models because the faculty will spend time discussing models rather than planning on how to move forward.

Fox-Dobbs observed that at first it seems like “pie in the sky” to ask Puget Sound for a full semester of paid leave, but not when compared to our peer and aspire-to institutions.

Haltom suggested that we want to pre-empt “pie in the sky” argumentation. Instead, we should highlight our poor comparison to peer and aspire-to institutions. This mode of argumentation uses aspirational language, which then allows people who argue against the best model to be seen as lacking ambition.

Sampen underscored that we are only asking for what is deserved.

Peine said that implementation of Model One should be presented as belatedly catching up, not as aspirational, given how far behind Puget Sound has fallen behind with respect to its peers.

Request by Professional Standards Committee to revise time lines of evaluations

Tubert asked if there were any volunteers who would be willing to look at the PSC request to start on this issue before the January Faculty Senate meeting because the Faculty Advancement Committee wants to implement a new schedule next academic year. She hoped that a few senators and past PSC members might draft language. It was suggested that Derek Buescher may be interested in this issue and Tubert should ask him. Senators were asked to read recent PSC minutes for explication of the chart distributed with the agenda (see Appendix B).

Stockdale moved to adjourn. Spalding seconded.

The meeting was adjourned at 5:34 p.m.

Minutes taken by Judith W. Kay

Attachments: Appendix A and Appendix B

Report from the ad hoc committee on leave policies

Shannon Briggs (Human Resources), Gwynne Brown (Music), Kena Fox-Dobbs (Geology/EPDM), Renee Houston (Communication Studies), Brett Rogers (Classics), Ariela Tubert (Philosophy), and Stacey Weiss (Biology; Committee Chair)

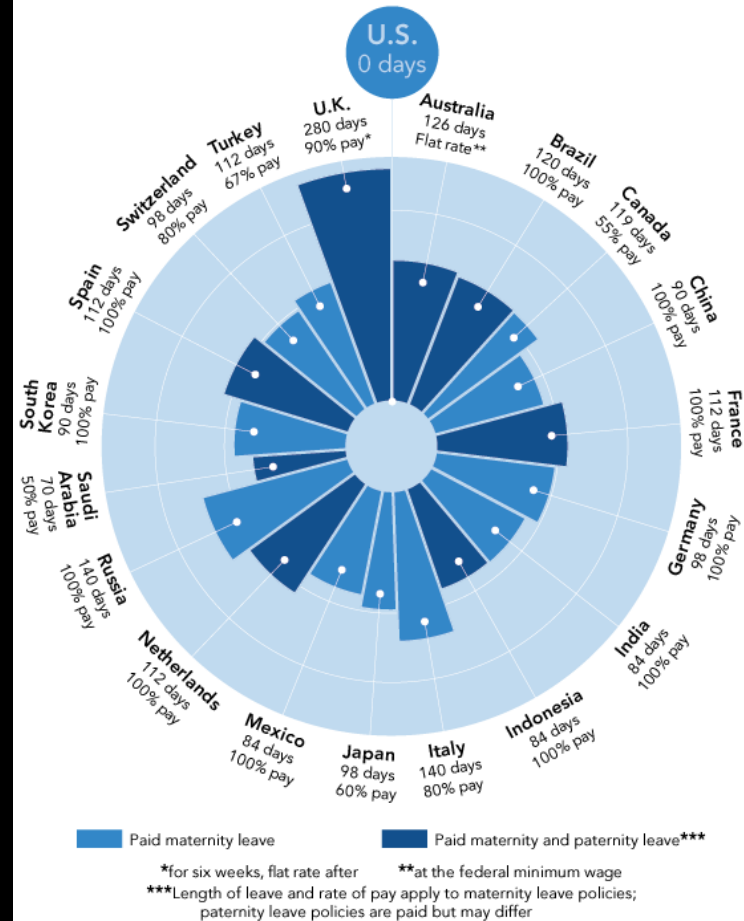
08 December 2014

Senate charge (3/24/14)

- To review the Faculty Medical, Family Leave and Disability Policies
- Make recommendations for improvement

Paid Maternity Leave: U.S. vs. The World

The U.S. joins Lesotho, Swaziland and Papua New Guinea as the only countries that do not mandate paid maternity leave. Most countries ensure at least three months of paid leave for new mothers, and many give fathers benefits too.



Puget Sound's “Medical, Family Leave and Disability Policies” include...

- Personal Medical Leave
- (Extended Medical Leave)
- Family Medical Leave
- Parental Leave
- (Long-term Disabilities)

What we've been doing...

- Met throughout Summer and Fall 2014
- Discussed our policy
- Examined policies of NW5, regional and national comparison schools
- Developed recommendations for improvement
- Conducted faculty interviews

We interviewed 26 faculty members:

- 7 Full
- 11 Associate
- 8 Assistant

- 16 women
- 10 men

DIFFERENCE between interviewees & full faculty

<i>Faculty Rank</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Professor	4%	-16%	-12%
Associate Professor	10%	7%	16%
Assistant Professor	5%	0%	5%
Instructor	-6%	-3%	-9%
Average	13%	-13%	0%

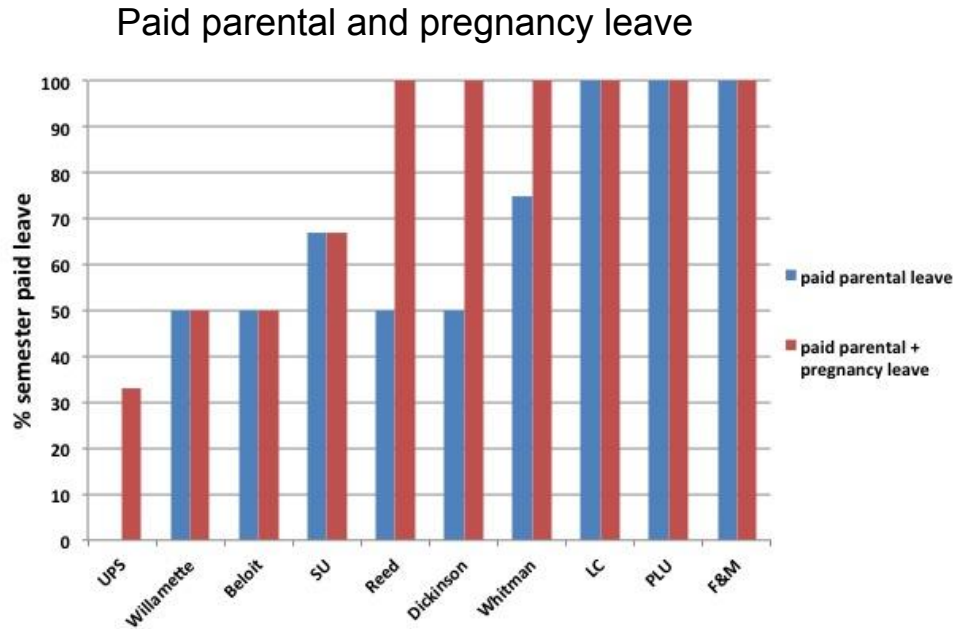
Themes from Faculty Interviews: Experiences with Leave

- Case-by-case basis
- Burden on colleagues
- Impact on students
- Sabbatical leave
- Foregoing leave
- Medical complications
- Ineligibility

Themes from Faculty Interviews: Perceptions of Leave Policies

- Inconsistent
- Discriminatory
- Source of anxiety
- Create needless tension with administration
- Bad for students
- Inhumane
- Incompatible with our institutional values

Institutional comparison data



Paid personal medical and family leave

- difficult to quantify in the same way
- 6wks (1 unit) is a common minimum

Goals for New Policies

- Clarity, consistency, and fairness
- Recognition that supporting faculty wellness and family bonding is both just and practical
- Foster a supportive community
- Enhance diversity and equality
- Better teaching (and modeling)
- Improve faculty recruitment, retention, and morale

Policy Recommendations (Summary)

	Current Policy	Proposed Policy
Personal Medical Leave (can be used for pregnancy)	6 weeks paid leave which may be equivalent to 1 unit course reduction in current semester*	6 weeks paid leave or 1 unit course reduction in current or subsequent semester
Family Medical Leave	No paid leave	6 weeks paid leave or 1 unit course reduction in current or subsequent semester
Parental Leave	No paid leave*	See next two slides
Relates to all leaves	<ul style="list-style-type: none"> – 25% pay reduction for service and advising release – Tenure-delay is proportional to length of leave taken – Opt out options available 	<ul style="list-style-type: none"> – Release from service & advising during semester(s) of course reduction – Automatic one year tenure-delay up to 2 years total – Opt out options available

*Washington State Family Leave Act (FLA) allows for up to 12 weeks unpaid leave following the period of physical disability related to childbirth.

2 Possible Models for Parental Leave at Puget Sound

Eligibility (Both models)

- At least 12 months employment or tenure-track position
- Parent of newborn or newly placed foster or adopted child
- Leave to be completed within 12 months of birth or placement

Model 1:

Two-unit course reduction of paid leave and up to one unit of unpaid leave

Model 2:

Three-unit course reduction of paid leave

	Paid Personal Medical Leave	Paid Parental Leave	Unpaid Parental Leave	Yearly salary with semester leave	Teaching load with only paid leave
Current Policy					
Birth mother	1 unit		2 units	4/6 (67%)	5 units
Non-birth parent			3 units	3/6 (50%)	6 units
Model 1					
Birth mother	1 unit	2 units		6/6 (100%)	3 units
Non-birth parent		2 units	1 unit	5/6 (83%)	4 units
Model 2					
Birth mother	1 unit	3 units		6/6 (100%)	2 units
Non-birth parent		3 units		6/6 (100%)	3 units

Next Steps:

Where do we go from here?

- Cost Analysis:

We've discussed: number of predicted births / leaves per year (9);
some arguments about short-term and long-term projections

What we don't know: predicted costs from institutional perspective;
which leaves are (would be) actually replaced with units

- We would like to bring discussion to full Faculty at February 2, 2015 meeting.
- What questions, reactions, or suggestions do you have?
- Thank you.

