

Faculty Senate Minutes

Thursday, October 5, 2017 at the Alumni House, 1:30 PM

I. Attendance

K. Corley, A. Geraghty-Rathert, G. Glasgow, T. Green, S. Jensen, J. Palmer, D. Psihountas, T. Reilly, G. Renz, E. Rhiney, E. Risik, B. Rodney, C. Sagovac, H. Singaravelu, P. Witkowski.

II. Approval of Minutes

Minutes of the September 21, 2017 Faculty Senate meeting were unanimously approved upon motion by E. Rhiney, seconded by J. Palmer.

The approval of the Faculty Assembly minutes of September 12, 2017 were tabled until the next Faculty Senate meeting. G. Renz asked Senators to email him any comments and/or changes.

III. Old Business

A. Senate Committees with open positions

- Graduate Council: Senators from the School of Education are looking for a person to fill the school's open seat.
- Multicultural Studies: T. Reilly emailed people asking for their input on candidates. G. Renz suggested sending out something on the Faculty Assembly List Serve if she does not find anyone.
- Finance Advisory Committee: G. Renz said there is no urgency to fill the one open at-large seat that is appointed by the Senate. He and other Senators will see if qualified people are interested in serving on the committee.

B. Global Citizenship Program Review Committee or Task Force

Julie Palmer was mistakenly omitted from the GCPC Review Committee membership roster. P. Witkowski and B. Rodney will think about who else could be on the committee from the School of Education, although technically the seats are at-large.

C. 2017 Fall Institute Update

B. Rodney said E. Rhiney and he will be presenting at the Institute a session on "Education Technology 2025: Reimagine College Teaching at Webster." The session will discuss Adobe, Microsoft global technologies, and WebNet and show how these technological tools can support learning despite their limitations. B. Rodney said that Dani MacCartney would discuss the new ISB and interdisciplinary research activities in the Interdisciplinary Activities session.

Carol Guehring reported that all plans were on track. AV equipment has been scheduled, and all food and entertainment has been ordered.

- D.** The Senate unanimously approved a motion by C. Sagovac, seconded by P. Witkowski, to cancel the October 19, 2017 Faculty Senate meeting due to activities relating to the new Interdisciplinary Science Building being held that day.

E. G. Renz gave an update on Finance Advisory Committee in closed session.

F. What does the Senate want to accomplish this year?

1. B. Rodney proposed three things for the Senate to work on this year:
 - a. Create an Ombudsman Office to deal with grievances. B. Rodney recommended that a task force be created. B. Rodney, T. Reilly, H. Singaravelu and A. Geraghty-Rathert volunteered to work on this task force. B. Rodney thought the ombudsman should be an outside, neutral, third party. This would require the administration to allocate money for the position. The task force would have to decide on the power of the ombudsman position and whether the ombudsman services would be extended to staff and students.
 - b. Analyze the student experience at Webster and try to determine how that affects enrollment.
 - c. Have more faculty input on issues of equity at Webster.
2. T. Reilly would like the Senate to have more “transparency” and communication with the Faculty Assembly. She would like a synopsis of Senate meetings to be provided to Assembly members. G. Renz questioned if this is necessary given that minutes of all Senate and assembly meetings are already posted on the Senate website.
3. G. Glasgow would like to see more transparency from the administration and faculty involvement in decision making that affects the faculty. G. Renz noted that as far as he knows the faculty was not involved in the decision to increase online class sizes. He is unaware of faculty involvement in offering courses via WebNet. He questioned who will decide the size of WebNet+ classes. S. Jensen said he feels the faculty lacks control or influence in decisions affecting teaching and the classroom.
4. T. Reilly said that status and status-track faculty members cost the university money in comparison to employing adjunct faculty. She said Webster is making money because it employs adjunct faculty. In addition, adjunct faculty will not have had a raise in six years if administration doesn’t approve in the spring. She would like to see annual contracts for adjunct faculty members.

G. Changes to the Parental Leave Policy

Anne Geraghty-Rathert and Kate Parson presented proposed changes to the present Parental Leave policy. The changes are highlighted in Appendix 1. Their proposal is to add “lecturer” and “instructor” to the first sentence of the policy, as well as “Where Applicable” after *Effect on Probationary Period*. (See Appendix 1). Betsy Schmutz agrees with the proposed changes.

The Senate unanimously approved a motion by B. Rodney, seconded by J. Palmer, to make the proposed changes to the Parental Leave Policy.

MEETING ADJOURNED: 3:30 pm

APPENDIX 1

Parental Leave for full-time status and status-track faculty (changes highlighted)

I. Availability of Parental Leave

All full time faculty members who have the title of assistant, associate, full, lecturer, or instructor, or that faculty member's spouse or domestic partner, becomes the parent of a child, either by childbirth, adoption, or foster-child placement, the faculty member shall, upon written request to his or her Department Chair and Dean, be granted a parental leave of one semester as described in section II

I. The Dean will forward this request to Human Resources. The request should be made as soon as reasonably possible after the need for a leave becomes known, in order to minimize the administrative burden of ensuring adequate course coverage. If a faculty member and his or her spouse or domestic partner would otherwise both be eligible for parental leave under this Policy, either one, but not both, may take the leave provided in section III.

II. Agreement

Any agreement for a parental leave under this Policy shall be in writing. The agreement shall include a certification by the faculty member that the purpose of the leave will be to serve as caregiver for that child during the period of leave or during any subsequent semester that begins no later than six months after the birth, adoption, or placement. The agreement should also describe the relationship between the parental leave provided under the Policy and the Family and Medical Leave Act (FMLA) as set forth in section VII.

III. Salary, Benefits and Responsibilities During Leave

A faculty member who takes parental leave under this Policy shall receive the same salary and benefits, including any salary increases, that he or she would have received that semester if not on leave, and shall be relieved of his or her normal duties and responsibilities during the period of leave as follows:

- (a) Teaching and Advising:
The faculty member shall be relieved of the obligation to teach and advise during the semester in which the leave is taken.
- (b) Professional Activities:
The faculty member shall be relieved of research and scholarship expectations for the semester in which the leave is taken.
- (c) Service to the University and Governance:
The faculty member shall be relieved of all faculty governance and service responsibilities, including committee work, for the semester in which the leave is taken.

IV. Timing of the Parental Leave

At the option of the faculty member, the parental leave provided by this Policy may be taken during the semester in which the child is born, placed for adoption, placed for foster care, or during any subsequent semester that begins no later than six months after the birth, adoption, or placement. Leave taken under this policy may be taken only once in a rolling 12-month period. In special circumstances, additional unpaid leave with continuing benefits may be taken, subject to the approval of Academic Affairs. If the leave occurs at approximately the same time as a previously arranged FDL or sabbatical leave, that sabbatical or FDL will be in addition to the parental leave, and not a substitute for it.

V. Effect on Probationary Period (Where Applicable)

(a) If the faculty member is non-status but status-track, the time that he or she spends on parental leave under this Policy may not count toward the probationary period, at the faculty member's discretion.

(b) The timing of any intermediate or major reviews during the probationary period may be adjusted in a manner consistent with the extension of the probationary period as provided in this section, at the faculty member's discretion. It is expected that a decision by the faculty member to stop the tenure clock during this leave will not be viewed negatively, and that there will be no retaliatory or punitive measures resulting from this choice.

VI. Medical Incapacitation

Any parental leave taken under this Policy shall be in addition to any leave granted because of medical incapacitation. In particular, if a pregnancy results in medical incapacitation to complete one's job responsibilities, this short-term or long-term disability period shall be treated separately from the intended leave granted via this policy for purposes of care giving. Also, special circumstances such as premature birth of a child, birth of a child with a medical disability or special needs, and other such unforeseen circumstances shall be handled with other medical and/or disability leave.

VII. FMLA

The benefits afforded faculty under this Policy are intended to be consistent and not in conflict with rights afforded under the FMLA. Any leave taken under this Policy, to the extent that it also qualifies for FMLA leave, is intended to count as FMLA leave, and the written agreement should clearly state that intention.

VIII. Replacement of Faculty During Leave

While each university department has unique circumstances, it is expected that, where possible, coverage for faculty on leave will be handled through the use of adjunct faculty, rather than hiring full-time temporary replacement positions with benefits.

This policy is effective for all leaves taken as of (6/1/07).