

10-6-2008

Minutes, Arts & Sciences Professional Standards Committee Meeting, Monday, October 6, 2008

Arts & Sciences Professional Standards Committee

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Recommended Citation

Arts & Sciences Professional Standards Committee, "Minutes, Arts & Sciences Professional Standards Committee Meeting, Monday, October 6, 2008" (2008). *Professional Standards Committee Minutes*. Paper 81.
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Professional Standards Committee
Approved Minutes from October 6, 2008
8:15 a.m. Warren Dining Room

Next meeting: to be determined.

The meeting was convened at 8:15 a.m. in the Warren Dining Room by Susan Libby. Other faculty members present were: Anca Voicu, Julie Carrington, Fiona Harper, Alberto Prieto-Calixto, Elton Graugnard, Dana Hargrove, and Emily Russell.

1. Agenda is attached.

2. Old Business

- I. Minutes from September 16, 2008 were approved as revised.
 - II. F. Harper received a proposed modification to the Family Leave Policy from Human Resources stating that if a mother is on postpartum medical/maternity leave with her employer, she is assumed to be the primary caregiver. Furthermore, it says that the determination of who will be the caregiver must be made “immediately following adoption or birth of child”. Thus, in no case will a man be considered for family leave unless his wife refuses her six weeks paid leave. Furthermore, the Human Resources proposal includes no entitlements to parents who get a child over the summer. Previous arrangements have allowed such accommodations and our intention is to formalize the ad hoc arrangements that have previously been made. We agree that making it impossible for men to be the sole caregiver is out of the question but E. Russell notes that we do need to be sensitive to the possibility of ‘double dipping.’ J. Carrington wondered whether parental leave can be considered different from medical/maternal leave. If they are the same, then men are obviously excluded, even in cases where the mother is incapacitated and unable to care for herself or the child. S. Libby will set up a meeting with Human Resources that includes either Dean Joyner or D. Wellman.
 - III. We had already received a list from the Merit Pay Committee of suggestions for the makeup of the appeals committee. Ideally, full-professors would serve but we have none on PSC. The Executive Committee will nominate a slate and the faculty will vote. We agreed that a two-year term would be reasonable. We took out the requirement for two women but left the stipulation that there be gender balance. There should be no overlap between the FEC and the appeals committee. After an appeal, the faculty member should be notified of a decision within 14 days. Then any adjustments should be made per the regular schedule or retroactively if necessary.
3. New business
- I. We agreed to meet to review service learning grant proposals on Tuesday, October 28 at 5:00 p.m. E. Russell will not be able to attend and E. Graugnard will not be able to stay long.

- II. We have to plan for an evaluation of administrators. It was done once before anonymously by email. We have to find out more about the history and organization.
- 4. The meeting was adjourned at 9:45 a.m. The next meeting will be at 12:30 p.m. on October 30. S. Libby will look for a meeting room in the Bush Science Center.

Respectfully submitted by Julie Carrington.