

Request to Review Policies on Bereavement Leave for Faculty

The following is an email trail of messages from a faculty member in the libraries who would like the Senate to Review the Bereavement Leave Policy for Faculty. The SEC will need to decide how to move forward with this request.

----- Original Message -----

Subject: Re: Bereavement leave for faculty
Date: Fri, 19 Sep 2008 13:35:11 -0400
From: John Schalow <schalow@umd.edu>
Organization: UMCP Libraries
To: thackman@umd.edu
References: <48D2B17C.3040401@mail.umd.edu>
<48D3C9DF.9030707@umd.edu>
<48D3DD28.9040902@umd.edu> <48D3DEE9.2030808@umd.edu>

I just talked with David. He went up to Personnel and talked with Joan Morris who said that non-faculty have a box to check on their electronic timesheet called "bereavement". They have it and we don't. I guess that's the crux of it. I pointed out that there are advantages to not having a policy, i..e. more flexibility. He didn't talk with Gordana.
-John

Timothy Hackman wrote:

> Thanks for the clarification, John. Reading that brochure you sent, I
> see what you mean. I will ask Beth Alvarez what she thinks--she has
an
> SEC meeting next Friday (9/26), so perhaps she can bring it up as
"New
> Business." If you talk to David before then and find out any other
> details, please let us know.
>
> Tim
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> John Schalow wrote:
>> Tim,
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>> It does seem to be an issue. I believe faculty committees address
>> issues which have been assigned to it by the Senate Executive
>> Committee (SEC). The issue needs to first be brought to the SEC. I
>> was at my first Faculty Affairs meeting this past Wed., and yes,
this
>> kind of issue probably would be assigned to us. I am new to this,
>> but I am basing this response on what I've heard and seen so far.
>> Here is a brochure with a flowchart of how things happen in the
senate:
>> <http://www.senate.umd.edu/aboutus/brochure.pdf>
>>
>> Regarding your comment on the local nature of the problem, yes, I
>> agree that in the absence of anything to the contrary, library
>> managers have the flexibility to accomodate faculty. I guess I

>> should ask David if he tried that. It would be interesting to ask
>> around and see how other divisions in the library handle this or how
>> the colleges handle it. I'm not here next week, so if I don't reply,
>> it's because I don't have access to email. -John

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>> Faculty Affairs Committee

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>> The Faculty Affairs committee is responsible for formulating and
>> continually reviewing policies pertaining to faculty life,
>> employment, academic freedom, morale, and perquisites. They work for
>> the advancement of academic freedom and the protection of faculty
and

>> research interests. In addition, the faculty affairs committee, in
>> consultation with colleges, schools, and other academic units,
>> establishes procedures for the periodic review of academic
>> administrators below the campus level.

>>

>> Timothy Hackman wrote:

>>>

>>> Hi John--

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>>> What do you think about David's question? I realize you're just
>>> starting on the Faculty Affairs committee, and it likely hasn't
even

>>> met for the first time this year, but do you think it's something
>>> you'd be comfortable bringing to their attention? From a perusal of
>>> the USM policies on sick leave, David seems to be
>>> correct--exempt/non-exempt staff can use up to 5 sick days for a
>>> death in the immediate family, and 1 sick day for
>>> aunts/uncles/nieces/nephews. Staff accrue sick leave at the same
>>> rate as faculty--15 days per year. Faculty must use either annual
>>> leave (again, which they accrue at the same rate as staff, 22 days
>>> per

>>> year) or personal leave for a death in the family. I thought
perhaps

>>> that staff did not get personal leave, but from the policies it
>>> looks like they actually do--the same 3 days as faculty.

>>> So, is this really an equity issue here? Or is the assumption that
>>> faculty have enough freedom with their schedules that they could go
>>> to a funeral and not use any leave at all, with the expectation
that

>>> they're probably making up the hours other times? If the latter,
>>> that assumption doesn't hold for library faculty, particularly in
>>> TSD where my impression is that your time is more closely monitored
>>> because it's tied to statistics. That would make this a library
>>> policy/supervision issue, rather than a campus "faculty affairs"
>>> issue, which I think David should take up with the faculty
ombudsman.

>>> Anyway, any thoughts you have on a response or a next step are
>>> appreciated. Thanks,

>>>

>>> Tim

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>>> David Glenn wrote:

>>>> Colleagues,

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>>>> I am writing to you as Senators and member of the Faculty Affairs
>>>> Committee. In the past week I traveled to PA twice for memorial
>>>> services (one for my uncle and one for my wife's aunt). In both
>>>> cases these were were more than just an uncle or aunt--their homes
>>>> were like second homes to me and my wife respectively. When I
>>>> checked into what to put down for leave, I discovered that I had
to
>>>> use annual leave. Exempt & non-exempt staff get bereavement leave
>>>> (one day for aunts & uncles). I would like you, as representatives
>>>> of library faculty, to look into this issue. Perhaps teaching
>>>> faculty handle this differently than we in the library--who have
>>>> more regular scheduled hours when we are on campus. But I believe
>>>> that there is an equity issue, and a human relations issue,
>>>> involved here (what if it had been a spouse, parent, child? Would
I
>>>> be expected to use 4-5 days annual leave? Would I have been
allowed
>>>> to use sick leave? I thank you for any effort you take on this
matter.
>>>>
>>>> Sincerely,
>>>>
>>>> David B. Glenn
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