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January 13, 2016

Mr. Willie Brown
Chair, University Senate
3369 Computer & Space Sciences Building
College Park, MD 20742-2411

Dear Mr. Brown,

I am writing today on behalf of the Senate Faculty Affairs Committee (FAC) in regards to its charge on a Review of Faculty Leave Policies (Senate Document #14-15-31) currently pending before the committee. The FAC was charged by the Senate Executive Committee (SEC) with this review in March 2015, and was given a deadline of December 15, 2015. I am writing to respectfully request an extension for the committee's review.

The FAC began considering issues related to leave policies for faculty during the 2014-2015 academic year. In October 2014, members of the FAC brought to the committee's attention inconsistencies within existing leave policies. The FAC developed a comprehensive list of the issues to be addressed, and asked the SEC to charge it with examining faculty leave policies in depth. The committee was charged in March 2015. In September and October 2015, with the help of a subcommittee, the FAC developed and reviewed revisions to the University's Policy on Faculty Parental Leave and Other Family Supports (II-2.25[A]) and discussed additional work needed on revisions to the Policy on Part-Time Status Due to Childrearing (II-1.10[A]). The FAC also began peer institution research and initiated discussions on potential policy revisions with the Office of General Counsel.

The Faculty Affairs Committee began this academic year with the intention of completing this charge by the December deadline. However, the FAC's consideration has been delayed by its focus in Fall 2015 on a charge to revise the Faculty Sexual Misconduct Complaint Procedures (Senate Document #14-15-27). The FAC intends to complete its work on the Sexual Misconduct Complaint Procedures in February, which will allow the committee to turn its full attention to its remaining pending charges.

The Faculty Affairs Committee respectfully requests an extension until May 6, 2016. The FAC is committed to reporting to the SEC in the spring semester and hopes to be able to do so prior to the end of March, but the committee would appreciate the flexibility in its timeline if needed. Thank you for your consideration of this request.

Sincerely,

KerryAnn O'Meara
Chair, Senate Faculty Affairs Committee

KO/seh

Enclosure(s):

- Review of Faculty Leave Policies (March 30, 2015)



University Senate CHARGE

Date:	March 30, 2015
To:	Devin Ellis Chair, Faculty Affairs Committee
From:	Donald Webster  Chair, University Senate
Subject:	Review of Faculty Leave Policies
Senate Document #:	14-15-31
Deadline:	December 15, 2015

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee (FAC) conduct a comprehensive review of current faculty paid leave policies and consider whether standardized language and definitions amongst these policies are necessary.

Specifically, we ask that you:

1. Review existing University of Maryland policies regarding paid faculty leave.
2. Consult with a representative from the University's Office of Faculty Affairs.
3. Consult with the Faculty Ombuds Officer and representatives from the University of Maryland ADVANCE program.
4. Consider whether language about domestic partnerships should be revised in University policies to incorporate recent changes in State of Maryland law related to same sex marriage.
5. Consider whether eligibility requirements; of the age of dependent children for policies related to parental leave; definitions of modified duties; and time periods in which leave may be taken should be revised in existing policies to be consistent between policies.
6. Consider whether policy provisions related to modified duties are appropriately meeting the needs of UMD faculty.
7. Consider how policies on different types of leave apply to professional track faculty.

8. Review appeals processes in each policy.
9. Consult with the University's Office of General Counsel on any proposed recommendations.

We ask that you submit a report to the Senate Office no later than December 15, 2015. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.

DW/rm