



3-2-2000

**March 2, 2000**

University of North Dakota

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## Minutes of the University Senate Meeting

March 2, 2000

1.

The March meeting of the University Senate was held at 4:05 p.m. on Thursday, March 2, 2000, in room 7, Gamble Hall. John Bridewell presided.

2.

The following members of the Senate were present:

Antes, James	Hafner, Andrew	O'Kelly, Marcia
Bass, Gerald	Hansen, Kenneth	Olsen, Glenn
Bott, Alexander	Hume, Wendelin	Perry, David
Boyd, Robert	Jeno, Susan	Phillips, Monte
Bridewell, John	Khavanin, Mohammad	Rakow, Lana
Cameron, Beth	Kupchella, Charles	Rankin, Elizabeth
DeMers, Judy	Kweit, Mary	Richards, Thomas
Detke, Siegfried	Lang, Gretchen Chesley	Shabb, Cynthia
Diez, Ray C.	Lee, Randy H.	Sheridan, Daniel
Drewes, Mary	Lowe, D. Scott	Stevens, Wes
Elbert, Dennis	Mabey, Renee	Tschacher, Walter
Ettling, John	Melland, Helen	Wiggen, Thomas P.
Fivizzani, Albert	Moretti, Charles	Williams, Carmen
Gabrynowicz, Joanne	Munski, Douglas	
Goodwin, Janice	Nichols, Elizabeth	

3.

The following members of the Senate were absent:

Armstrong, Kelly	Lovelace, Kent	Schatz, Sarah
Berntsen, Patricia	Lucke, Peggy	Semrau, Chris
Christianson, Tim	Marshall, David	Shaeffer, James
Cutler, Mary	McDonald, Jeff	Sheridan, Daniel
Davis, W. Jeremy	Nelson, Berly	Smith, Bruce
Elsinga, Lillian	Norman, Katherine	Till, Robert E.
Gagnon, Gregory	Oliver, Laura	Torson, Ned
Gendreau, Keith	<del>Perry, David</del>	Wilson, H. David
Hilmer, John	Petros, Thomas	Woehle, Ralph
Houn, Jody	Rice, Daniel	Birdsall, Jason
Knull, Harvey	Richard, Don	

4.

The following announcements were made:

- A. Mr. Bridewell informed the Senate that he established an ad hoc Constitutional Review committee. The committee, which will be chaired by Doug Marshall, also includes the following members: Sandra Donaldson, Joanne Gabrynowicz, Mary Kweit, Randy Lee, Tom Mohr, Lana Rakow, and David Yearwood.
- B. The Senate was reminded that the deadline for returning the Senate ballot designation form for the spring elections is March 6, 2000.
- C. Mr. Bridewell informed the Senate that he attended the State Board of Higher Education meetings held February 17 and 18, 2000 at Mayville State University. Mr. Bridewell spoke to the Board members on behalf of the Senate regarding several different concerns.

5.

Mr. Bridewell asked for corrections or additions to the minutes of the February 3, Senate meeting. There being none, the minutes stand approved as read.

6.

The Chair announced the Question Period. Mr. Stevens asked about a summary of the Board of Higher Education policy revisions. Mr. Bridewell informed him the minutes of each Board meeting are on the Board of Higher Education Web site, although the minutes from the February meeting were not available at the time of the Senate meeting.

7.

Mr. Bridewell presented the Annual Report of the Student Academic Standards Committee. Mr. Boyd moved to receive and file the report. The motion was seconded, voted upon and carried unanimously. (Attachment #1)

Mr. Bridewell presented the Annual Report of the Administrative Procedures Committee. Mr. Lee moved to receive and file the report. The motion was seconded, voted upon and carried unanimously. (Attachment #2)

8.

Cynthia Shabb presented the Report from the Committee on Committees on the slate of candidates for election to Senate committees. Mr. Lee moved to add Mary Drewes to the list of candidates for the Continuing Education, Distance Education and Outreach Committee. There being no more additions, the Senators proceeded to vote. (Attachment #3)

9.

Ms. Jenó presented the report from the Senate Compensation committee regarding the proposed changes to policy 607.4. Mr. Lee moved that the report and recommendations of the Senate Compensation Committee be approved. Mr. Phillips seconded the motion. (Attachment #4)

Mr. Lee then moved that the report of the Senate Compensation Committee be amended to add this language: The University Senate of the University of North Dakota recommends to the Board of Higher Education that the Board, regarding sick leave for faculty, adopt a policy enabling each institution to adopt its own faculty sick leave policy and submit that policy to the Board. Ms. Gabrynowicz seconded the motion to amend the original report. The amended motion was voted upon and carried unanimously.

The main motion, made earlier, to approve the report and recommendations of the Senate Compensation Committee, as amended by the above, was voted upon. The motion was approved by a vote of 42 for and 0 against.

10.

Mr. Bridewell presented the report from the Senate Legislative Affairs committee regarding future policy and procedural changes. Ms. Gabrynowicz moved to adopt the following resolution:

The University of North Dakota Senate hereby resolves that the State Board of Higher Education should post in a timely manner any issues, agendas, or information relating to higher education policies, procedures and budgets under consideration by the Board or legislature on a Web site yet to be designated.

Ms. Kweit seconded the motion. The motion was voted upon and approved by a vote of 40 for, 0 against, and 1 abstaining.

11.

Mr. Lee moved to adjourn the meeting at 5:08 p.m.

Mary Bergstrom, for Carmen Williams, Secretary

# UND Memorandum

Attachment #1 5036

TO: University Senate  
FROM: Carmen Williams, Chair, Student Academic Standards Committee  
DATE: February 18, 2000  
RE: Annual Student Academic Standards Committee Report to Senate

The Student Academic Standards Committee, an appeals board, meets upon demand. The committee functions within the guidelines approved by the Senate on February 3, 1983, as revised in April, 1985, and again as revised on March 4, 1999. A summary of the year's Probation/Dismissal, Reinstatement, Academic Grievance and exceptions to admission standards activities is indicated below.

Because of the confidential nature of the information about the students, the committee keeps no written minutes other than a statement about the action taken with respect to each student seeking reinstatement. When a grade grievance is the issue before the committee, minutes are kept of the entire proceedings.

The committee meets as needed, with the greatest demand usually occurring at a time immediately preceding the beginning of a term.

Six meetings were held from January 15, 1999 to January 10, 2000.

#### Membership:

##### Spring, 1999

John Bridewell  
Gene DuBois  
Randy Lee  
Debra Maury  
Kim Porter  
Fred Schneider  
Alice Poehls - ex-officio  
non-voting chair

##### Fall, 1999

John Bridewell  
Nels Forsman  
Debra Maury  
Sue McIntyre  
Kim Porter  
Fred Schneider  
Stacie Varnson - VPAA designee  
Patrick Hurley - student member  
Chris Schletty - student member  
Carmen Williams - ex-officio  
non-voting chair

#### STUDENT ACADEMIC STANDARDS COMMITTEE SUMMARY REPORT FOR 1999:

A. Students dismissed:	
1. Dismissed after Spring Semester 1999	342
2. Dismissed after Summer Session 1999	32
3. Dismissed after Fall Semester 1999	<u>199</u>
Total dismissed for year	573

Annual SASC Report to Senate - Page 2  
February 18, 2000

B. Students reinstated by Deans		
1. Reinstated after Spring Semester 1999		168
2. Reinstated after Summer Session 1999		22
3. Reinstated after Fall Semester 1999		<u>100</u>
Total reinstatements by Dean for the year		290
C. Requests for Reinstatement by Committee		0
1. Approved	0	
2. Denied	0	
3. No Action	0	
D. Personal Appeals of Denied Reinstatements		0
1. Approved	0	
2. Denied	0	
E. Academic Grievance Reviews		1
F. Students Admitted for Spring Semester 2000		
1. Students Admitted as Exceptions		5
2. Students Admitted as Exemptions		23
3. Transfer Students Admitted on Probation		2
4. Students Denied Admission		15

### III. ADMINISTRATIVE PROCEEDINGS - LIMITED REPORT FOR SENATE

#### A. Petitions by Type

1. Drops after first year
2. Grade changes
3. Change of first name
4. Change of last name to match
5. Leave the school
6. Withdraw after deadline
7. Permission to graduate
8. Petition regarding "N" grade to pass
9. Accept Withdrawal without a transcript
10. Accept Transfer Credit
11. Allow Student Credit for Prior Learning
12. Grade Forgiveness
13. Allow Student to appeal a grade
14. Allow Withdrawal after first year
15. Credit for prior learning

# UND Memorandum

TO: University Senate

FROM: Carmen Williams, Secretary of the Senate

DATE: February 18, 2000

RE: Annual Administrative Procedures Committee Report  
to the University Senate

I. The Administrative Procedures Committee met on six occasions to review student petitions for deviations from university-wide academic requirements and policies, related to registration deadlines, grade changes, and all other administrative procedures not reserved to the jurisdiction of the Deans, except for general education requirements. The summary table below reports the activity of the committee from February 17, 1999 through December 13, 1999.

II. Membership:

Spring 1999

Dean Don Richard  
Dean Elizabeth Nichols  
Ronald Apanian  
William Wrenn  
Charles Robertson  
Ronald Brinkert  
David Uherka  
Simon Parrott, Student  
representative  
Ryan Aldis, Student representative  
Alice Poehls, ex officio, non-  
voting chair

Fall 1999 and Spring 2000

Dean Don Richard  
Dean W. Jeremy Davis  
Charles Robertson  
Ronald Brinkert  
David Uherka  
John Bridewell  
David Perry  
Greg Austin, Student representative  
Carmen Williams, ex officio,  
non-voting chair

III. ADMINISTRATIVE PROCEDURES COMMITTEE REPORT FOR 1999-00

A. Petitions by type:	<u>Approved</u>	<u>Denied</u>	<u>Total</u>
1. Drops after deadline	28	35	63
2. Grade changes	2	1	3
3. Change to/from S/U	2	8	10
4. Change to/from Credit to Audit	1	0	1
5. Remove "W" from record	2	3	5
6. Withdraw after deadline	1	2	3
7. Permanent Incomplete	1	0	1
8. Remove repeated "F" from record	0	1	1
9. Accept Undergrad course as repeat of Grad course	0	1	1
10. Accept transfer credit	2	1	3
11. Waive teacher certification Requirement	0	1	1
12. Grade forgiveness	1	1	2
13. Allow first grade to stand instead of Repeat	0	2	2
14. Move Correspondence course from Fall to Summer	1	0	1
15. Credit for both Chem 106 & 107	<u>1</u>	<u>1</u>	<u>2</u>
	42	57	99

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B. Personal re-considerations after denials:

<u>Approved</u>	<u>Denied</u>	<u>Total</u>
1	0	1

C. Referred for additional information: 2

IV. A. Fall 1999 (001) grade changes (instructor error) approved administratively by the Office of the Registrar for the Administrative Procedures Committee.

College of Arts and Sciences	68
School of Engineering and Mines	2
School of Law	0
College of Nursing	3
College of Business & Public Administration	12
Graduate School	6
School of Medicine	6
Center for Aerospace Sciences	19
College of Education and Human Development	18
Military Science	0
	<u>134</u>

B. Summer 1999 (994) grade changes (instructor error) approved administratively by the Office of the Registrar for the Administrative Procedures Committee.

College of Arts and Sciences	12
School of Engineering and Mines	0
School of Law	2
College of Nursing	0
College of Business & Public Administration	1
Graduate School	19
School of Medicine	7
College of Fine Arts & Communication	0
Center for Aerospace Sciences	6
College of Education & Human Development	2
	<u>49</u>

C. Spring 1999 (993) grade changes (instructor error) approved administratively by the Office of the Registrar for the Administrative Procedures Committee.

College of Arts and Sciences	70
School of Engineering and Mines	10
School of Law	0
College of Nursing	5
College of Business & Public Administration	15
Graduate School	13
School of Medicine	4
College of Fine Arts & Communication	8
Center for Aerospace Sciences	13
College of Education & Human Development	13
	<u>151</u>



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D. Midterm deficiency reports not received from departments by the Office of the Registrar for Fall Semester 1999 (001):

	<u>Number of Sections not Returned</u>	<u>Number of Course Sections</u>	<u>% Not Received</u>
College of Arts and Sciences	74	1,064	7.0
College of Education & Human Dev.	44	421	10.5
School of Engineering & Mines	13	152	8.6
College of Nursing	5	100	5.0
College of Business & Pub. Adm.	21	234	9.0
School of Medicine	10	268	3.7
Center for Aerospace Sciences	1	162	.6
Other (MSCI/Honors)	0	40	--
	<u>168</u>	<u>2,441</u>	<u>6.9</u>

Continuing Education, Distance Education and Outreach

Faculty Name	2001	2002	2003	2004
A. [Name]	2001			
B. [Name]	2001			
C. [Name]	2001			
D. [Name]	2001			
E. [Name]	2001			
F. [Name]	2001			

Continuing Education, Distance Education and Outreach

Faculty Name	2001	2002	2003	2004
G. [Name]	2001			
H. [Name]	2001			
I. [Name]	2001			
J. [Name]	2001			
K. [Name]	2001			

Continuing Education, Distance Education and Outreach

Faculty Name	2001	2002	2003	2004
L. [Name]	2001			
M. [Name]	2001			
N. [Name]	2001			
O. [Name]	2001			
P. [Name]	2001			

Continuing Education, Distance Education and Outreach

Faculty Name	2001	2002	2003	2004
Q. [Name]	2001			
R. [Name]	2001			
S. [Name]	2001			
T. [Name]	2001			
U. [Name]	2001			
V. [Name]	2001			

## NOMINATIONS FOR SENATE COMMITTEES

## COMMITTEE ON COMMITTEES - March 2000

COMMITTEE	CONTINUING MEMBERS	TERM EXPIRES	NOMINEES	VOTE
<b>Academic Policies and Admissions Committee</b>			<b>Elect 1 till 2003</b>	
	M. Ebertowski (MED)	2001	E. Yurkovich (NUR)	_____
	R. Diez (BPA)	2001	_____	_____
	M. E. Meyer (A&S)	2001	_____	_____
	H. Melland (NUR)	2001	_____	_____
		2003	_____	_____
<b>Administrative Procedures</b>			<b>Elect 1 till 2003</b>	
	R. Brinkert (EHD)	2001	S. Zimmerman (MED)	_____
	D. Uherka (A&S)	2001	_____	_____
	J. Bridewell (SAS)	2002	_____	_____
	D. Perry (EHD)	2002	_____	_____
		2003	_____	_____
<b>Compensation</b>			<b>Elect 1 till 2003 (Non-Tenured)</b>	
	A. Gerber (A&S) (TT)	2001	P. Schumacher (SAS)	_____
	D. Wells (A&S) (T)	2001	W. Stevens (EHD)	_____
	G. Olsen (A&S) (T)	2002	_____	_____
	T. Mohr (MED) (T)	2002	_____	_____
	S. Jenó (MED) (T)	2002	_____	_____
		2003	_____	_____
	T. Robinson (Ex-Officio)			
<b>Conflict of Interest/Scientific Misconduct</b>			<b>Elect 2 till 2003</b>	
	R. Ferraro (A&S)	2001	A. King (A&S)	_____
	S. Jacobs (EHD)	2001	R. McBride (MED)	_____
	J. Stube (MED)	2002	M. Nilles (MED)	_____
		2003	_____	_____
		2003	_____	_____
<b>Continuing Education, Distance Education and Outreach</b>			<b>Elect 2 till 2003</b>	
	K. Tiemann (A&S)	2001	B. Knight (LIB)	_____
	D. Moen (SEM)	2001	M. Laxen (MED)	_____
	R. Schauer (MED)	2002	D. Munski (A&S)	_____
	M. Coleman (MED)	2002	H. Salehfar (SEM)	_____
		2003	_____	_____
		2003	_____	_____
<b>Curriculum</b>			<b>Elect 2 till 2003 (1 A&amp;S, 1 SAS)</b>	
	M. Coleman (MED)	2001	D. Erickson (A&S)	_____
	B. Olson (NUR)	2001	D. Marshall (SAS)	_____
	D. Perry (EHD)	2001	M. Meyer (A&S)	_____
	J. Vitton (BPA)	2002	P. Todhunter (A&S)	_____
	L. Stanlake (SEM)	2002	_____ (A&S)	_____
		2003	_____ (SAS)	_____
		2003	_____	_____

## NOMINATIONS FOR SENATE COMMITTEES

COMMITTEE	CONTINUING MEMBERS	TERM EXPIRES	NOMINEES	VOTE
<b>Faculty Instructional Development</b>			<b>Elect 2 till 2003</b>	
	B. Hans (A&S)	2001	J. Bruce (MED)	_____
	D. Perkins (SEM)	2001	S. Hanhan (EHD)	_____
	R. Landry (EHD)	2002	J. liams (A&S)	_____
	R. Mabey (MED)	2002	J. James (EHD)	_____
		2003	_____	_____
		2003	_____	_____
<b>General Education Requirements</b>			<b>Elect 3 till 2003</b>	
	K. Dixon (A&S)	2001	C. Barrentine (A&S)	_____
	A. Johnson (SEM)	2001	V. Lieberman (LIB)	_____
	M. Jacobsen (EHD)	2001	L. Peterson (A&S)	_____
	D. Poochigian (A&S)	2002	D. Pierce (A&S)	_____
	C. Robertson (SAS)	2002	L. Rakow (A&S)	_____
	R. Diez (BPA)	2002	_____	_____
		2003	_____	_____
		2003	_____	_____
		2003	_____	_____
<b>Honorary Degrees</b>			<b>Elect 1 till 2005 (LAW, SEM, NUR, or SAS)</b>	
	R. Shafer (A&S)	2001	D. Helgeson (NUR)	_____
	H. Slotnick (MED)	2002	_____	_____
	P. Harneson (BPA)	2003	_____	_____
	M. Fuller (EHD)	2004	_____	_____
		2005	_____	_____
<b>Honors</b>			<b>Elect 2 till 2003</b>	
	P. Luber (A&S)	2001	M. Jendrysik (BPA)	_____
	A. Zevenbegen (A&S)	2001	B. Olson (NUR)	_____
	A. Borgerding (A&S)	2001	_____	_____
	K. Porter (A&S)	2002	_____	_____
	M. Ebertowski (MED)	2002	_____	_____
	M. McKeon (A&S)	2002	_____	_____
		2003	_____	_____
		2003	_____	_____
<b>Intellectual Property</b>			<b>Elect 1 till 2003</b>	
	D. Tilotta (A&S)	2001	J. Rieke (LIB)	_____
	P. Fry (LAW)	2002	_____	_____
	S. Stradley (BPA)	2002	_____	_____
		2003	_____	_____
	To be appointed	CCF	_____	_____

NOMINATIONS FOR SENATE COMMITTEES

COMMITTEE	CONTINUING MEMBERS	TERM EXPIRES	NOMINEES	VOTE
<b>Intercollegiate Athletics</b>			<b>Elect 3 till 2003</b>	
	E. Nichols (NUR)	2001	W. Becker (MED)	_____
	J. DeMers (MED)	2001	G. Olsen (EHD)	_____
	L. Ness (BPA)	2001	B. Smith (SAS)	_____
	G. Bass (EHD)	2002	_____	_____
	A. Zevenbergen (A&S)	2002	_____	_____
	M. Zidon (EHD)	2002	_____	_____
		2003	_____	_____
		2003	_____	_____
		2003	_____	_____
<b>Legislative Affairs</b>			<b>Elect 2 till 2003</b>	
	C. Stofferahn (A&S)	2001	G. Guido (NUR)	_____
	T. Petros (A&S)	2001	L. Pedersen (LIB)	_____
	R. Kweit (BPA)	2002	W. Stevens (EHD)	_____
		2003	_____	_____
		2003	_____	_____
	To be appointed	CCF	_____	_____
<b>Library</b>			<b>Elect 3 till 2003</b>	
	J. Lang (A&S)	2001	K. Gabik (SAS)	_____
	D. Reese (EHD)	2001	M. McKeon (A&S)	_____
	R. Wilsnack (MED)	2001	D. Peters (A&S)	_____
	H. Salehfar (SEM)	2002	L. Peterson (A&S)	_____
	G. Gott (Law)	2002	_____	_____
	K. Hansen (BPA)	2002	_____	_____
		2003	_____	_____
		2003	_____	_____
		2003	_____	_____
<b>Restructuring and Reallocation (formerly Faculty Advisory Budget)</b>			<b>Elect 1 till 2003 (These 3 members elected by Senate; 3 others are elected by Council.)</b>	
	R. Kweit (BPA)	2001	J. Jensen (BPA)	_____
	A. Ghassemi (SEM)	2002	J. LaDuke (A&S)	_____
		2003	G. Towne (A&S)	_____
			H. Wilde (BPA)	_____
			_____	_____
			_____	_____
<b>ROTC</b>			<b>Elect 4 till 2003</b>	
	W. Jackson (SAS)	2001	A. Berger (A&S)	_____
	D. Elbert (BPA)	2002	J. Graham (SAS)	_____
		2003	R. Holten (BPA)	_____
		2003	J. Moen (A&S)	_____
		2003	H. Wilde (BPA)	_____
		2003	_____	_____
		2003	_____	_____

NOMINATIONS FOR SENATE COMMITTEES

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COMMITTEE	CONTINUING MEMBERS	TERM EXPIRES	NOMINEES	VOTE
<b>Scholarly Activities</b>		<b>Elect 2 till 2003 (LAW, NUR EHD or BPA)</b>		
	P. Luber (A&S)	2001	W. Haga (BPA)	_____
	F. Karner (SEM)	2001	P. Mahar (EHD)	_____
	G. Rieke (MED)	2002	S. von Duvillard (EHD)	_____
	T. O'Neill (SAS)	2002	_____	_____
		2003	_____	_____
		2003	_____	_____
<b>Student Academic Standards</b>		<b>Elect 2 till 2003</b>		
	F. Schneider (A&S)	2001	D. Munski (A&S)	_____
	D. Maury (A&S)	2001	N. Vogeltanz-Holm (A&S)	_____
	N. Forsman (SEM)	2002	_____	_____
	S. McIntyre (MED)	2002	_____	_____
		2003	_____	_____
		2003	_____	_____
<b>Student Policy</b>		<b>Elect 1 till 2003</b>		
	W. Tschacher (A&S)	2001	S. Gallo (A&S)	_____
	M. Lakshman (A&S)	2001	H. Melland (NUR)	_____
	J. Graham (SAS)	2002	_____	_____
	J. Ness (SEM)	2002	_____	_____
		2003	_____	_____
<b>Summer Session</b>		<b>Elect 2 till 2003</b>		
	D. Munski (A&S)	2001	G. Dewar (A&S)	_____
	M. Askim (BPA)	2001	D. Elbert (BPA)	_____
	R. Diez (BPA)	2002	_____	_____
	R. Ferraro (A&S)	2002	_____	_____
		2003	_____	_____
		2003	_____	_____
<b>University Assessment</b>		<b>Elect 3 till 2003 (BPA, MED, or EHD)</b>		
	B. Handy-Marchello (A&S)	2001	K. Gershman (EHD)	_____
	B. Ide (NUR)	2001	M. Kweit (BPA)	_____
	R. Schwartz (LAW)	2001	K. Ruit (MED)	_____
	F. Ames (SEM)	2001	_____	_____
	P. Lindseth (SAS)	2001	_____	_____
		2003	_____	_____
		2003	_____	_____
		2003	_____	_____

SIGNATURE

MEMORANDUM

DATE: January 12, 2000

TO: University Senate

FROM: Senate Compensation Committee  
Sue Jen0, Chair *S Jen0*

RE: Review and recommendations concerning SBHE Policy 607.4 – Sick Leave

A meeting of the Senate Compensation Committee was held on January 10, 2000 to discuss the SBHE policy change regarding the Sick Leave policy. Members of the committee present included: Diana Wells (Math), Anne Gerber (Biology), Tom Mohr (PT) and Sue Jen0 (PT).

Current UND policy – Faculty Handbook - 10.2 Sick Leave

A faculty member is granted sick leave without loss of salary, provided arrangements can be made to have his or her classes taught by other members of the department, and provided the University program does not suffer because of his or her absence.

Proposed SBHE change:

- A. (Edited) Faculty and members of the academic staff at an institution on twelve month contracts are entitled to sick leave and family leave under the same terms and conditions as the employees subject to the broadbanding system.
  - Sick leave is a benefit, not earned
  - Can be used for extended illness, to tend to needs of family members who are ill (appointments, etc.)
  - Employing department may refuse to authorize payment of sick leave without satisfactory medical verification
  - Sick leave is granted on the basis of continuous service
  - Full time employees – 8 hours/month of service, part time employees - prorated
  - Department heads responsible for notifying Payroll Office in writing of the amount of sick leave taken by employees
  
- B. Faculty and members of academic staff employed for less than twelve months are not entitled to paid sick or dependent leave, but are allowed paid time off.
  - A brief absence or time off due to illness, medical treatment or dependent care permitted with pay if appropriate arrangements made to reschedule classes and make appropriate arrangements to perform essential job functions
  - Paid time off up to a total of six weeks per calendar year if employee and institution agree on suitable arrangements
  - Time off beyond six weeks in any one year – unpaid

## Family Leave

Board is recommending unpaid leave of absence for full time eligible employees of sixteen weeks in a twelve-month period and twelve weeks for part time eligible employees subject to terms and conditions specified.

### COMMITTEE RECOMMENDATIONS:

1. That no differences in sick leave or family leave be made for faculty based on length of contract (twelve month vs. nine month).
2. That the current policy – 10.2 remain the sick leave policy for faculty.
3. That a short-term disability policy be developed and implemented as a benefit for faculty. It is recommended that the AAUP STD policy be considered. This benefit would provide financial protection for faculty in the event of severe illness/disability in the period before the LTD policy becomes effective.
4. That due to the inability of faculty to “accrue” paid time off to provide financial coverage for family leave, some stipulation be made for the option of paid family leave based on years of service.

### Commentary:

As trained Professionals on contract with the University, we are accountable to the terms and conditions of our contracts. To stipulate that faculty are required to account for every hour between 8:00 am and 4:30 pm or use “sick time” to cover absences from their departments is inconsistent with the ability of faculty to perform their responsibilities to the University and fulfill their contracts. Many faculty work from home, in the evening and early morning hours to maintain the high standard of teaching, research and service on which the University and its faculty take great pride. To further undermine the ability of the faculty to direct their activities as necessary to meet the needs of their department and the University, will further erode faculty confidence in the NDUS.