




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