

Professional Standards Committee

Minutes: Meeting of March 21, 2012

Present: Kris Bartanen, Alva Butcher, Geoffrey Block, Leon Grunberg, Jennifer Hastings, Andrew Rex, Seth Weinberger. **Absent:** Doug Sackman.

The meeting began with a discussion of the Faculty Medical and Family Leave Policy. The Senate has tasked the PSC with making the FMFLP more family friendly with regard to delaying evaluations, which has been interpreted as shifting the onus on the faculty member from requesting a delay in an evaluation to requesting that a delay not be granted. In effect, this makes the evaluation delay automatic, giving the faculty member the right not to delay evaluation if so desired. The PSC did consider the question of whether and how adoption would be covered by the policy language, and decided that keeping references to "birth" and "parenting" would ensure that those faculty adopting children would receive the policy benefit as intended.

The conversation then turned to the June 1st notification deadline of a faculty member's decision to delay an evaluation for any other purpose, or to opt-out of the automatic delay in the policy. After pondering various possibilities, it was decided to add "normally no later than" to the various deadlines, in order to ensure that in extraordinary cases, the Dean would be able to make exceptions.

Finally, the PSC turned to another task from the Senate: reviewing and interpreting the rule forbidding supervisory relations between those involved in consensual sexual relationships. The subcommittee tasked with considering this rule noted several issues that needed to be addressed, including: The tense of the relationship (does it extend to previous relationships); How it affects the privacy rights of faculty (are people involved in relationships required to self-disclose? Are others aware of the relationship required to report it?); what "punishment" would be appropriate for a review that violated the rule?; Are the normal duties of departmental chairperson supervisory and therefore included under the policy? The meeting adjourned before discussion of these issues.

Sincerely,

Seth Weinberger