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MEMORANDIUM

TO: Marilyn Sheerer, Provost & Senior Vice Chancellor for Academic & Student Affairs
Phyllis Horns, Vice Chancellor for Health Sciences
Deirdre Mageean, Vice Chancellor for Research & Graduate Studies

FROM: Katrina DuBose, Chair of the Faculty Welfare Committee *Katrina DuBose*

DATE: March 22, 2010

Subject: Faculty Serious Illness & Disability Leave Policy Changes

The Faculty has taken an interest in the proposed changes to the current Faculty Serious Illness & Disability Leave Policy (FSIL). We have reviewed the proposed changes developed by the EPA Personnel Policy Committee and Academic Council. After taking into consideration feedback from Women's Study Group, Faculty Senate, Faculty Open Forums, and individual faculty, the Faculty Welfare Committee has the following recommendation concerning changes to the FSIL:

"Based upon feedback from individual faculty and various faculty constituencies in reference to the memo of 01-25-2010 from the Academic Council, the FWC is in agreement with separation of FSIL and parental leave policies, as well as bullet points #1 and #2. The FWC suggests an amendment to bullet point #3 that the provision for parental leave will be 12 calendar weeks. The primary caregiver of a birth, adopted, or foster child be eligible to take up to 12 weeks of paid leave, whether this caregiver is the mother, the father, or an individual serving in loco parentis. The secondary caregiver, if also employed as a qualifying faculty member by the University, would be eligible to take 21 days of paid leave in addition to the primary caregiver's paid 12 weeks. No employee may be eligible to take both 12 calendar weeks as maternity leave and 21 days of paid leave as parental leave for the same qualifying event."

We believe that these suggested changes to the FSIL policy would not only help reduce the financial burden of the current FSIL policy to East Carolina University, but would also address concerns raised by the faculty and minimize the potential negative impact changing this policy could have on faculty recruitment and retention.

We encourage you to incorporate this proposal into the new FSIL policy. This item is on the agenda for the Faculty Senate meeting in March, but I would be happy to meet with you beforehand if needed.

cc: Marianna Walker, Chair of the Faculty
Jim Mullen, Chair EPA Personnel Policies Committee