

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE MEETING
SEPTEMBER 9, 2015
Robinson Hall B113, 3:00 – 4:15 p.m.

Senators Present: Alan Abramson, Changwoo Ahn, Dominique Banville, Jim Bennett, Alok Berry, Lisa Billingham, Doris Bitler Davis, Melissa Broeckelman-Post, Andrew Carle, Cher Weixia Chen, Carol Cleaveland, James Conant, Betsy DeMulder, Charlene Douglas, John Farina, Michele Greet, Jesse Guessford, Mark Houck, Dimitrios Ioannou, Bijan Jabbari, Chris Kennedy, Larry Kerschberg, Karina Korostelina, David Kuebrich, Timothy Leslie, Kevin McCrohan, Kumar Mehta, Daniel Menascé, Jim Metcalf, Linda Monson, Elavie Ndura, Bob Pasnak, Paula Petrik, Keith Renshaw, Pierre Rodgers, Catherine Sausville, Joe Scimecca, Suzanne Slayden, James Steele, June Tangney, Susan Trencher, Phil Wiest, Shelley Wong, S. David Wu, Masoud Yasai, Stanley Zoltek.

Senators Absent: Mark Addleson, Peggy Agouris, Kenneth Ball, Deborah Boehm-Davis, Henry Butler, Ángel Cabrera, Lloyd Cohen, Rick Davis, Mark Ginsberg, Bruce Johnsen, Sarah Nutter, Thomas Prohaska, Mark Rozell, Iosif Vaisman, Jenice View, John Zenelis.

Visitors Present: Jason Byrd, Librarians' Council; Eve Dauer, University Registrar; Senior Vice President J.J. Davis; Kim Eby, Associate Provost for Faculty Development/Director, Center for Teaching and Faculty Excellence; Esther Elstun, Professor *emerita*, Modern and Classical Languages; Kimberly Ford, Personnel Project Manager, Enrollment Planning and Administration, Provost Office; Jessica Green, Chairwoman of Academic Affairs Committee, Student Government; Linda Harber, Vice President, Human Resources/Payroll & Faculty/Staff Life; M. L. Harrison, Director of Advancement and Communications AAR/GMUF; Megan Kirk, Vice Chair, Staff Senate; Michelle Lim, Human Resources Faculty Initiatives Manager; Janette Muir, Associate Provost for Undergraduate Education; Kerry Ross, Human Resources/Payroll; Emily Vraga, Assistant Professor, Communication.

I. Call to Order: The meeting was called to order at 3:02 p.m.

II. Approval of the Minutes of April 22, 2015: The minutes were approved.

III. Announcements

Provost S. David Wu: Goals for 2015-16

Provost Wu extended a welcome to all returning Senators and to all the new Faculty Senators. He provided a quick overview of priorities for the coming year during his 2nd year as Provost. With three main things, one of the most important is to separate functions in Vice President of Research Office. We are implementing a recommendation to split the office in two: the entrepreneurial and innovation activities will be separate from the Vice President for Research. No planned increase in the number of employees.

Senator: I object, the task force did not make that recommendation.

Provost Wu: That was a Task Force recommendation in report. The search for Vice President of Research and Economic Development is ongoing, with a national firm, and the committee chaired by Dean Agouris (College of Science). The search committee formed in June is in full action, and I expect to see the process go into action, not to wait for things to happen during transition period. I am taking some

direct responsibility on research front, including dealing with the Board of Visitors, while the capable staff to handle day-to-day items, such as research compliance. See [Attachment A](#): Highlights of Provost's 2015-16 Goals.

Chair Charlene Douglas thanked Provost Wu for his presentation, then introduced Sr. Vice President J.J. Davis. Sr. VP Davis shared the beginning of a conversation about a new budget model. She thanked everyone for an impressive start of the academic year, noting 35,000 individuals moving in and out of the Johnson Center in one day. This year we have the largest and most diverse class. Presentation: [Attachment B](#) "Mason's New Incentive -Based Model and Financial Framework Overview".

Questions and Discussion:

Senator: There is no mention of research funding.

Sr. VP Davis: We have not integrated research funds into the model yet. We know that we do have a lot of funding in budget for research, seed money, etc.

Senator: What are the sources of revenue you are considering?

Sr. VP Davis: Revenue in the model currently comes from state appropriations, tuition. We began on the E&G side, and have then moved to add grants/philanthropy funds.

Senator: President Cabrera's raise was 10.1% as reported by the student newspaper. Where does that money come from?

Sr. VP Davis: The new model will force non-college units to be transparent about their funding. We're in this together. To your question, the BOV approved the president's raise. Linda Harber, (Vice President for Human Resources/Payroll) disputed 10% raise, and promised to look at it.

Senator: If 2% increase in state funding continues, then to increase funding for university revenues. How to do this? Like a semi-private university constrained by state?

Sr. VP Davis summarized: #1 We implement our budget model to insure we use the resources we do have effectively, #2 we have to continue diversifying our revenue stream, #3 we hope predictions not to have state funding are not realized. We continue to think about how to align incentives for greater autonomy.

Chair Douglas announced the following appointments: June Tangney (CHSS) will serve as chair pro tempore, Suzanne Slayden (COS) will serve as Parliamentarian, and Linda Monson (CVPA) and Shelley Wong (CEHD) will serve as Sergeants-at Arms

A Town Hall with President Cabrera, Wednesday, October 14th, 3:00-4:30 p.m. Merten Hall 1201 will be broadcast to all campuses. President Cabrera will be evaluated this year. A committee is being formed, ballots distributed for election of two faculty representatives to the review committee. Of the 7 members of the committee, faculty is the only constituency with more than one representative.

IV. New Business – Committee Reports

A. Senate Standing Committees

Executive Committee – no report.

Academic Policies – no report.

Budget and Resources – no report.

Faculty Matters – no report.

Nominations – see V. Other New Business: A. Elections
Organization and Operations – no report.

B. Other Committees/Faculty Representatives – no reports.

V. Other New Business

A. Elections

September 2015 Faculty Senate Nominations Committee Report

The Committee on Nominations presents the following nominations for AY 2015-16: Nominations from the floor are very welcome.

SECRETARY of the SENATE: Timothy Leslie (COS)

No further nominations were made from the floor and the nominee approved.

FACULTY SENATE STANDING COMMITTEES
(2-year terms; all members are Senators)

ACADEMIC POLICIES

Continuing Members: Dominique Banville (CEHD), Michelle Greet (CHSS), Suzanne Slayden (COS)

Nominees: Catherine Sausville (COS), James Steele (CHSS)

BUDGET AND RESOURCES

Continuing Members: Kumar Mehta (School of Business), Daniel Menascé (VSE), Susan Trencher (CHSS)

Nominees: James Conant (SPGIA), Jim Metcalf (CHHS)

FACULTY MATTERS

Continuing Members: Alok Berry (VSE), Keith Renshaw (CHSS)

Nominees: Alan Abramson (SPGIA), Doris Bitler Davis (CHSS), Joe Scimecca (CHSS)

NOMINATIONS

Continuing Members: Jim Bennett (CHSS), Dimitrios Ioannou (VSE), Linda Monson (CVPA), Pierre Rodgers (CEHD)

Nominees: Larry Kerschberg (VSE) was nominated from the floor.

ORGANIZATION AND OPERATIONS

Continuing Members: Pamela Garner (CHSS), Bob Pasnak (CHSS)

Nominees: Lisa Billingham (CVPA), John Farina (CHSS), Mark Houck (VSE)

The nominees were approved.

UNIVERSITY STANDING COMMITTEES

**(Members and nominees in bold type are Faculty Senators;
2-year terms unless otherwise noted)**

ACADEMIC APPEALS

Continuing Members: Walter Morris (COS), **Jenice View (CEHD)**

Nominees: **Bob Pasnak (CHSS)**, Peter Pober (CHSS), Carmen Rioux-Bailey (CEHD)

Provost Appointee: Michael Hurley (CHSS)

ACADEMIC INITIATIVES

Continuing Member: Elaine Rendler (CVPA)

Nominees: **Mark Addleson (SPGIA)**, **Andrew Carle (CHHS)**, Leslie Dwyer (S-CAR), **Tim Leslie (COS)**

Ex Officio: Solon Simmons (Interim Vice President of Global Strategies)

ADMISSIONS

Continuing Members: **Chris Kennedy (COS)**, Jennifer N. Victor (SPGIA)

Nominees: **Betsy DeMulder (CEHD)**, Christiana Stan (COS), Esther Lee Yook (CHSS)

Dean of Admissions appointee: Darren Troxler (Associate Dean of Admissions)

ADULT LEARNING AND EXECUTIVE EDUCATION COMMITTEE

Continuing Members: Pallab Sanyal (School of Business), Xiaoquan Zhao (CHSS)

Nominees: Peter Farrell (VSE), **Larry Kerschberg (VSE)**, Shahron Williams van Rooij (CEHD),

The nominations to the Academic Appeals, Academic Initiatives, Admissions, and Adult Learning and Executive Education Committees were approved.

ATHLETIC COUNCIL

Continuing Members: Gerald Hanweck (School of Business), Hun Lee (School of Business)

Nominees: Amanda Allen Caswell (CEHD), **Phil Wiest (CHSS)**

Presidential Appointee: Linda Miller (CVPA) (Chair, Faculty Athletic Representative)

EFFECTIVE TEACHING

Continuing Members: **Betsy DeMulder (CEHD)**, Alexandria Zylestra (School of Business)

Nominees: Mihai Boicu (VSE), Howard Kurtz (CVPA), Rodger Smith (CHSS)

Lorraine Valdez Pierce (CEHD) and Danielle Rudes (CHSS) were nominated from the floor. The nominations were seconded and approved. It was noted the Senate by-laws allow 5-7 members to serve on university committees.

EXTERNAL ACADEMIC RELATIONS

Continuing Members: Ana M. Stoehr (CHHS), Faye Taxman (CHSS)

Nominees: **Alok Berry (VSE)**, **David Kuebrich (CHSS)**, **Pierre Rodgers (CEHD)**

Provost Appointee: Cheryl Druehl (School of Business)

FACULTY HANDBOOK REVISION (3-year terms)

Continuing Members: Cynthia Lum (CHSS-2017), **Suzanne Slayden (COS – 2016)**

Nominee: **Alan Abramson (SPGIA-2018)**

GRIEVANCE

Continuing Members: **John Farina (CHSS)**, John Riskind (CHSS)

Nominees: Sheri Berkeley (CEHD), Rutledge Dennis (CHSS), Michael Summers (COS)

The nominations to the Athletic Council, Effective Teaching, External Academic Relations, Faculty Handbook Revision and Grievance Committees were approved.

MASON CORE COMMITTEE (8 elected members, 3-year terms)

Continuing Members: **Melissa Broekelman-Post (CHSS -2016)**, Kelly Dunne (CHSS – 2017), Tamara Maddox (VSE – 2016), Mara Schoeny (S-CAR –2017), Carol Urban (CHHS-2017)

Nominees: **Dominique Banville (CEHD – 2018)**, Rebecca Ericson (COS – 2018), Matthew Scherer (SPGIA-2018)

Provost Appointees: Doug Eyman (CHSS), Cheryl Druehl (School of Business), Andrea Weeks (COS), Peter Winant (CVPA)

Ex-Officio: Janette Muir (Associate Provost for Undergraduate Education), Chair
Kim Eby (Director, Center for Teaching and Faculty Excellence)
Stephanie Hazel (Associate Director, Institutional Assessment)

MINORITY and DIVERSITY ISSUES

Continuing Members: **Elavie Ndura (CEHD)**, Bethany Letiecq (CEHD)

Nominees: Richard Craig (CHSS), Odette Willis (CHHS), Xioquan Zhao (CHSS)

SALARY EQUITY STUDY

Continuing Members: Paul Gorski (CHSS), Monique Van Hoek (COS)

Provost Appointee: Penny Earley (CEHD) (one year term 2016)

Equity Office Appointee: Julian Williams (Vice President of Compliance, Diversity and Ethics) (one year term 2016)

Bijan Jabbari (VSE), Kristy Park (CEHD), and **James Steele (CHSS)** were nominated to serve. The nominations were seconded.

TECHNOLOGY POLICY

Continuing Members: Julie Christensen (CHSS), **Kevin McCrohan (School of Business)**, **Stanley Zoltek (COS)**

Nominees: Gerald Hanweck (School of Business), Dieter Pfoser (COS), **Catherine Sausville (COS)**

Provost Appointee: Stephen Nodine (Director, Distance Education, Provost Office)

UNIVERSITY PROMOTION, TENURE AND RENEWAL APPEAL (UPTRAC)

Continuing Member: **Paula Petrik (CHSS)**

Nominees: **Dimitrios Ioannou (VSE)**, **Iosif Vaisman (COS)**

Continuing Alternate: Stefan Toepler (SPGIA)

Alternate Nominee: **Elavie Ndura (CEHD)**

Provost Appointees: Cody Edwards (Associate Provost for Graduate Education - 2016), Mark Ginsberg (Dean, College of Education and Human Development- 2017)

Provost Alternate Appointee: Claudio Cioffi Revilla (Interim Vice President, George Mason University Research Foundation, Research and Economic Development – 2017)

WRITING ACROSS THE CURRICULUM

Continuing Members: Mary Ewell (COS), Steve Holmes (CHSS), Aditya Johri (VSE), **Stanley Zoltek (COS)**

Nominees: David Gallay (School of Business), Margaret Miklancie (CHHS), Gregory Robinson (CVPA), Kristien Zenkov (CEHD)

Ex Officio: Michelle LaFrance (WAC Program Director)

The nominations to the Mason Core, Minority and Diversity Issues, Salary Equity Study, Technology Policy, University Promotion, Tenure and Renewal Appeal, and Writing Across the Curriculum Committees were approved.

Election of Faculty Representatives: Dominique Banville (CEHD) is nominated to serve as Faculty Representative to the Graduate Council. Professor Banville explained the change in procedure in which a faculty representative is now elected to serve on the Graduate Council, previously a member of the Faculty Senate Academic Policies Committee served on the Graduate Council. The nomination was approved.

B. New Parental Leave Program – Linda Harber, Vice President for Human Resources/Payroll – see [Attachment C](#).

Senator: Why does the policy apply only to 9-month faculty, and not 12 month faculty?

Vice President Harber: This policy is for the one category of our benefitted employees who do not have annual leave to augment time away for birth or adoption. Our 12- month faculty accrue annual leave and 9-month do not.

The Senator also noted there could be some cultural issues in which a pregnancy might not be announced outside the family before the baby is born. Vice President Harber assured her they would try to handle situations sensitively. Individual questions should be directed to Human Resources.

C. Brief Overview of the Capital Campaign – Dr. Leigh Harrison, Director, Advancement Communications. The Capital Campaign launches officially this weekend (Sept 12).

- Campaign Overview: Why? Beginning to fund the Strategic Plan, complementing growth with strength, collectively boosting visibility.
- Campaign Overview: What? Goal: \$500,000,000, public-phase period 2015-2018, raised to date: \$363,548,160
- Campaign Priorities: Every aspect of the university will be supported. Key areas include: students (scholarships, fellowships), research (faculty/programs/big ideas), campus (concert/sports facilities), annual giving.
- Campaign Messaging: Key findings: culture of innovation, entrepreneurial spirit, record of accomplishment: *that may be unparalleled in higher education, going farther-faster-than any other American university*. Remarkable trajectory (past/future).

- One Theme, Many Possibilities:
 - FASTER FARTHER>>The Campaign for George Mason University.
 - One theme, many stories (see handout). Individual scholarly goals, departments' shared goals, an academic unit's vision, the community's vision for Mason.
 - A main case statement will feature university-level information and opportunities. Unit case statements will focus on college and school priorities. A campaign microsite will be available as of Saturday, September 12.
- Supporting the Campaign:
 - How are faculty encouraged to support the campaign?
 - Be an ambassador: Seek support for your research. Recognize potential funders in your world. Know department and unit priorities. Stay in touch with the faculty committee.
 - Know the facts about giving: No one is obligated to give. Gifts are payable over five years (2020). "Planned giving" counts, too. Participation counts – a lot. Your gift can reflect your interests.
 - Be visible: Attend events for donors and alumni. Share accomplishments with OCM. Share opportunities with Advancement. Join us September 16 at 3:00 p.m. in Dewberry Hall! (Free food, lots of fun, a theme song?)

Dr. Harrison also distributed a handout with suggestions for talking points and elevator pitch suggestions for the Campaign for George Mason University.

Questions/Discussion:

Senator: Can you break down (categories) of \$360M promised? Such as cash, in kind, assets promised?

Dr. Harrison: There are various restrictions, some temporal. Some are bequests, some for endowment principal only. The money coming in is not a big ocean of unrestricted funding.

Follow Up: Can we get more detailed, regular information about amounts and their allocations?

Follow Up: When you talk about allocation, no university is successful without putting of lot of money in endowment. If we are starving our endowment, what is strategy for deciding where money goes into endowment?

Sr. Vice President JJ Davis: Our endowment is at \$75M, and we put in \$7M last year.

Dr. Harrison: We've seen the need to build endowment, especially with the example of Sweet Briar College. To add more philanthropic funding – some goes into endowment. We try to encourage donors to give transformative gifts often go into the endowment. In addition, planned giving bequests often go into endowment.

Senator: Do these numbers include research funding?

Dr. Harrison: No.

Senator: When did we start counting this \$360M?

Sr. Vice President JJ Davis: Cumulative from 2008. All gifts were counted some exceptions, most notably membership to Patriot Club. Other categories not included are funds from the Research Foundation or GMU Instructional Foundation, as well as research grant money that goes through OSP.

Senator: At the end of the day, this campaign is good; we want to get more money than less, and to think about how to help to get more money. We need transparency across a number of areas.

Senator: In interest of transparency, we should indicate what is liquid and not restricted; so as not to let state say we don't need so much money from them.

Chair Douglas announced faculty and staff would receive an email from the chairs of the Faculty and Staff Senate about the capital campaign.

VI. Remarks for the Good of the General Faculty – none.

VII. Adjournment: The meeting adjourned at 4:10 p.m.
(followed by brief organizational meetings of the Senate Standing Committees)

Respectfully submitted,
Timothy Leslie
Secretary

ATTACHMENT A

Faculty Senate Presentation Highlight of Provost's 2015-16 Goals

Strategic Initiatives

- Multidisciplinary Research and Education
 - Working with faculty task force to establish the Platform for Educational Innovation:
 - Establish the Institute of Biomedical Innovation
 - Establish major partnership with Inova Health System
 - Build faculty coalition for a future multidisciplinary research institute in the "Security" arena
 - Continue faculty seed grant program for multidisciplinary collaboration
- Digital Learning and Innovation
 - Develop and implement plan for online graduate programs
 - Complete comprehensive institutional strategy
- Create a university-wide entrepreneurship and innovation platform
 - Engage faculty, students, and community members
 - Develop physical space, leadership and programs

ATTACHMENT B

MASON'S NEW INCENTIVE-BASED MODEL AND FINANCIAL FRAMEWORK OVERVIEW

- J.J. Davis, Senior Vice President for Administration and Finance
Office of Budget and Planning is posted on the Faculty Senate website at
[http://www.gmu.edu/resources/facstaff/senate/MINUTES FS 2015-
16/Mason Budget Model Final 090115.pdf](http://www.gmu.edu/resources/facstaff/senate/MINUTES_FS_2015-16/Mason_Budget_Model_Final_090115.pdf)

ATTACHMENT C

Parental Leave for Instructional 9-Month Faculty

I. SCOPE

This policy is intended as guidance for 9-month faculty (mothers and fathers) in managing work and family obligations in the first year surrounding the birth or adoption of a child.

Parental time away from work assists eligible George Mason University faculty members during the first year of becoming a parent to meet both their professional and parental obligations. It is the goal of this policy to 1) help faculty balance the responsibilities of family and career development and 2) encourage and enable equal parenting opportunity across all departments.

I. POLICY STATEMENT

All Instructional 9-month faculty can choose to take a break from their position, in partnership with their department. With this option the employee is eligible for a 50% work relief for a year following the birth or adoption date (multiple births will be treated as one event). During the relief period(s) the faculty member would be eligible for full pay and benefits but would work a reduced schedule. The reduction can be taken 100% in one semester, 50% in two semesters or some other combination that makes sense for the faculty member and the department.

In the circumstance are such that both parents are faculty members employed by Mason, it is expected that the parents will work closely with the departments and units (college/school/institutes) involved to develop a plan that minimizes the impact. Faculty members must work with their department chairs and/or deans to coordinate the specific arrangements of the reduced work schedule.

Eligibility:

- Instructional 9- month term, tenure-track and tenured faculty who have become new parents.
- This program does not apply to faculty in a first 1-year, temporary or visiting appointment.
- Should be continuously employed for at least one (1) academic year since hire and/or since the end of the last Parental Leave period, prior to the birth or adoption and must expect to remain continuously employed for one (1) academic year following the leave (subject to contract renewal in some cases).

Procedure:

- The faculty member should request the parental leave as far in advance of the child's expected arrival date as possible to provide departments with reasonable notice for planning purposes.
- The college or school will continue to pay the faculty member's current actual salary and benefits cost during the period of teaching relief. Benefit deductions will continue to be withheld from this compensation.
- Once the dates, commitments and schedules have been negotiated with the department head, complete and submit the work plan to the dean/director of the unit, who will review the plan. Once approved, the dean/director will submit the work plan and any Faculty Transaction Forms to the Human Resources & Payroll Department.

Use with Other Leave(s)

This program does not prohibit deans or chairs from further modifying assignments before and after the leave period. The faculty member must request use of this benefit in advance, no later than three (3) months prior to the beginning of the leave period (when possible), and the leave must begin no later than the academic semester immediately following the birth or adoption event. A shorter notice period may be allowed, on a case-by-case basis, for good cause and/or special circumstances, by the faculty member's supervisor and the dean.

Paid parental leave may not be used immediately before or after a Study leave.

- Faculty members who have VSDP leave must apply for disability benefits which will offset a portion of the paid parental leave.
- Faculty members with accrued sick leave will be charged as appropriate against any full time (doctor prescribed limitation periods such as bed rest or physical recovery) leave time.
- Available sick leave balances will be reduced by up to 1/3 of the balance, to offset a portion of the leave for family member medical under FMLA.
- Beyond these uses, sick leave cannot be to extend the paid portion of the FMLA leave into a subsequent semester due to the arrival of a child/children.
- Any partial or full reduction of duties amounts to time away from work under the federal Family and Medical Leave Act (FMLA) and must be coordinated with HR and counted as such.

Interaction with Tenure –

The tenure clock may be stopped at the onset of the approved paid parental leave period (for the first tenure stoppage). Faculty may opt for an extension by notifying Mason, in writing that they wish for the tenure clock to stop during the first year following birth or adoption. Refer to Faculty handbook section 2.7.3.1.

Examples – Each situation is a little bit different and employees are encouraged to discuss the options with their management and the Benefits team to work out the best options for their case.

Baby 1 is due May, June, July, August or September. Mom/Dad can take a 100% course release for the fall semester, or a 50% course release for fall and a 50% course release for spring. If May or September, and Mom chooses the 50%/50% option she will likely need to take additional sick leave to get her through the first several weeks of physical recovery from delivery.

Baby 2 is due in October. Mom/Dad can take a 100% course release for the fall semester, or a 50% course release for fall and a 50% course release for spring. If Mom chooses the 50%/50% option she will likely need to take some additional sick leave to get her through the first several weeks of physical recovery from delivery.

Baby 3 is due in November or December. Mom/Dad can take a 100% course release for the fall or spring semester, or a 50/50 course release for fall/spring or spring/fall. If Mom chooses the 50%/50% option she will likely need to take some additional sick leave to get her through the first several weeks of physical recovery from delivery.

Baby 4 is due January. Mom/Dad can take a 100% course release for the spring semester, or a 50% course release for spring and a 50% course release for fall.

Baby 5 is due in February, March or April. Mom/Dad can take a 100% course release for the spring semester, or a 50% course release for spring and a 50% course release for fall. If Mom chooses the 50%/50% option she will likely need to take some additional sick leave to get her through the first several weeks of physical recovery from delivery.

II. DEFINITIONS

“Family and Medical Leave Act (FMLA)” is a federal statute that requires certain employers to provide unpaid leave time away from work under certain conditions.

III. RESPONSIBILITIES

The Provost and Executive Vice President will be responsible for setting the overall tone for the policy and ensuring consistency across the University.

Supervisors and deans and directors will have the responsibility to authorize specific details and timing of the leaves and the approved plans to Human Resources/Benefits.

Vice President of Human Resources/Payroll & Faculty/Staff Life will promote and administer the administrative portion of the program.

IV. COMPLIANCE

A. Any nine-month faculty member on approved parental leave will be compensated at his/her approved salary during the term of the leave. All fringe benefits will continue at the same cost to the University and the employee.

B. A nine-month faculty member approved for a parental leave shall agree to return to the University for at least one (1) year following completion of the leave.

V. EFFECTIVE DATE AND APPROVAL

The policies herein are effective July 1, 2015. This Administrative Policy shall be reviewed and revised, if necessary, annually and become effective at the beginning of the University’s fiscal year, unless otherwise noted.

Approved:

Jennifer Wagner-Davis, SVP

S. David Wu, Provost