

## **CODIFICATION COMMITTEE**

**Wednesday, March 8, 2023**

**UC Aspen A & B | 2:00-3:30pm**

### **Minutes**

**Present:** M. Berg, J. Rich Fredericks, D. Senbet, M. Welsh, H. Yu

**Absent:** M. Schuttler

#### **Called to Order**

The meeting was called to order at 2:01pm.

#### **Approval of the Agenda**

The agenda was approved by unanimous voice vote.

#### **Approval of the March 8, 2023, meeting minutes**

The agenda was approved by unanimous voice vote.

**Chair's Report/Announcements:** No report.

#### **Unfinished Business**

- Definitions: Tabled for now.
- Review Committees, Boards, and Councils Bylaws: Tabled for now.
- University Regulations: 3-8-106, Scientific Misconduct Policy: Tabled for now.

#### **New Business**

- Check Senate Action Forms against the online Board Policy Manual (BPM) and University Regulations (UR) for accuracy:
  - SA #1188: FY20 Staffing Report and Salary Report: Confirmed available on Faculty Senate website.
  - SA# 1187: Exploring/Seeking Catalog Narrative Updates: Confirmed in University Catalog.
  - SA #1189: Under Faculty Compensation Procedures, section 3-3-701(1) of UR, read and confirmed addition of section 3-3-701(1)(d): Temporary Salary Reductions amendment.
  - SA #1162: Amorous Relationships: Read and reviewed Conflict of Interest section 1-1-502(1), 1-1-502(2) and 1-1-502(3) of BPM. Confirmed wording is identical. Also read, reviewed and confirmed section 1-1-504.
  - SA #1167: Confirmed section 2-3-1003(3) of BPM: Maternity Leave has been deleted and replaced with section 2-3-1003(4) Parental Leave Policy.
  - SA# 1187: Exploring Seeking Catalog Narrative Updates: Confirmed in University Catalog.
  - SA #1185: Tenure Clock Extensions: Confirmed wording of section 2-3-902(3)(b) of BPM is the same as newly approved version. The committee would like to amend this document for better alignment with new language from <https://famli.colorado.gov>.
    - Under 2-3-902(3)(b) Tenure Clock Extension, section (ii): “Notification of the intent ~~to take~~ (replace “to take” with “apply for” or “appeal for”) an extension shall be made by the faculty member within thirty (30) days of the event, ~~or as soon as~~

~~practicable once the event has been identified given the facts and circumstances in the individual case which, in most cases, should be the same day the faculty member becomes aware of the need for an extension or the next business day thereafter. Events that may markedly delay the ability to meet the requirements for tenure are:~~"

- The committee would like to adopt the following language for section (ii), after "*within thirty (30 days of the event,*": Applications may be submitted in advance when the need for qualified leave is foreseeable. When the need for leave is foreseeable, individuals must provide 30 days notice prior to the start of their planned leave to their employer when practicable. When the need for leave is unforeseeable, individuals have up to 30 days after the leave has begun to apply for FAMLI benefits.
- Omit the following from section 2-3-902(3)(b)(ii)(C): (*and in such case each parent in the household who is tenure-track faculty is eligible for an extension;*).
- Omit the following from section 2-3-902(3)(b)(ii)(E): (*and in such case each tenure-track faculty member in the household is eligible for an extension;*).
- Omit ending parentheses on (F)
- Under 2-3-902(3) (b), section (iii): "Notification of the intent ~~to take~~ (replace "to take" with "apply for" or "appeal for") an extension for the reason described in the subsections (ii)(A) and (ii) (B), above, shall be submitted in writing by the faculty member to the Director of Human Resources, who shall notify the chair/director that a tenure clock extension notification under the FMLA has been submitted. Notification of the intent ~~to take~~ (replace "to take" with "apply for" or "appeal for") an extension for the reasons described in subsections (ii)(C) through (ii)(F), above, shall be submitted in writing by the faculty member to the chair/director."
- Section 2-3-902(3)(b)(iv) and sections A thru D need to better align with Prop 118 (FAMLI) and should go to Human Resources.
- SA #1183: Salary Equity Compensation Resolution Re: Salary Increases for Faculty and Staff for 2020-21; Information item.
- SA #1182: Academic Standing Probation Exemption: Confirmed in University Catalog.
- SA #1181: Contract Renewable Faculty 3-3-201(1) Term Conversion: There is a chain of command issue because the position of the current Provost is that we have to go through a national search. Section 3-3-201 of UR: Faculty Contracts, section 3-3-201(1) Contract-Renewable Faculty reference made to EPWA (Equal Pay for Equal Work) law passed a couple of years ago.

## Comments to the Good of the Order

**Adjournment**

The meeting was adjourned at 3:27pm.