

## Committee on Priorities and Resources

### Meeting Minutes – December 13, 2011

In attendance: Administrative Assistant Carol Allman-Morton, Prof. Rob Benedetto, Dean of the Faculty Gregory Call, *ex officio*, Diwa Cody '14, Technical Services Associate Mark Fiegenbaum, Adam Gerchick '13, Associate Treasurer/Director of the Budget Shannon Gurek, *ex officio*, Prof. Nasser Hussain, chair, Prof. Jagu Jagannathan, Luke Lavin '13, Director of Human Resources Maria-Judith Rodriguez, *ex officio*, Prof. Karen Sánchez-Eppler, Treasurer Peter Shea, *ex officio*, and Sarah Barr, recorder. Guest: Benefits Administrator Ernest LeBlanc.

Not in attendance: none.

The meeting was called to order at 8:34 am.

1. Minutes – Minutes from November 15 and 29, 2011 were approved.
2. Spring Semester Meetings – Next semester, CPR meetings will be held from 4-5:20 pm on Wednesdays.
3. Parental Leave - Ernie LeBlanc presented information about the college's disability and parental leave policies for staff and faculty members.
  - a. Disability and Parental Leave Policy for Staff and Administrative Employees
    - i. Current Policy for Birth Mothers – After a two week waiting period (from the date disabled), birth mothers are eligible for six weeks of disability time followed by four weeks of extended family time. For the first two weeks, employees are paid based on available accrued time. During the next six weeks, employees are paid a percentage of their salary based on the number of years they have been employed by the college. The college pays 100% of the employee's salary during the four weeks of extended family time.
    - ii. Current Policy for Primary Care Giver/Non-Birth Parent – After a two week waiting period, employees are eligible for 4 weeks of extended family time, during which the college pays 100% of the employee's salary.
  - b. Parenting Leave Policy for Faculty – Following the birth or adoption of a child, faculty members who are primary caregivers can elect to have a one-course reduction in their teaching load and receive 100% of the semester's salary or can take full leave from teaching for one full semester and receive 72% of their salary. A birth mother can take a full leave from teaching for one full semester at full pay.
4. Cost of Extending the Parenting Leave for Non-Birth Parents
  - a. The CPR received information about the gender and age of the college's employees and reviewed information about the cost and use of the college's current parental leave policies. Human Resources also presented information about the parental leave policies at Smith, Mount Holyoke and Williams.
  - b. It is difficult to project the cost of expanding the parental leave policies for non-birth parents to the same level of benefit that a birth mother receives because staff salaries

and replacement costs range greatly across campus. It is also hard to predict how many employees would take advantage of the expanded policy.

5. Questions and Ideas – The committee had a robust discussion about the current policies and the impact of changes to the policies. The following list represents the ideas and questions generated during the meeting:
  - a. Is it possible to separate parental leave from medical/family leave? If so, it might be possible to develop an equitable policy for birth and non-birth parents. It might allow the college to pay all employees using parental leave 100% of their salary rather than a prorated amount based on length of employment.
  - b. If the benefit were extended to non-birth parents who are faculty members, would it be possible to offer non-birth parents who are staff members two, four, or six weeks of flextime? This might have a disparate impact on hourly employees in dining services and physical plant.
  - c. The committee recognized the need to have policies that equally benefit faculty and staff.
6. Next Steps – The CPR needs more information before it can make a formal recommendation. The committee requested that Human Resources create a more detailed report on the impact of changes to the parental leave policy.

The meeting adjourned at 9:41 am.

Next Meeting: Wednesday, February 1 at 4 pm.

Respectfully Submitted,

Sarah Barr