

# Faculty Development and Administrative Relations Council

Brian Hornbuckle, Chair

March 19, 2024

Members present: Elisabeth, Tera, Sunday, Grant, Ann, Carolyn, and Brian.

## **1 Introductory Go-around**

Brian asked each member “Spring: love it, or list it?”

## **2 Approval of Minutes for February 20, 2024.**

Motion to approve by Elisabeth. Seconded by Carolyn. Unanimously passed.

## **3 Reports from Committees**

### **3.1 Recognition and Development**

No report.

### **3.2 Equity, Diversity, and Inclusion**

No report.

### **3.3 Facilities and Educational Resources**

No report.

## **4 Old Business**

None.

## **5 New Business**

Carolyn gave a presentation on current Family Medical Leave Act (FMLA) and Faculty Modified Duties Assignment (FMDA) policies with an eye to whether these policies allow faculty to either take leave or modify their duties to take care of family members and in particular elderly relatives.

Tera pointed out that at present up to five days of sick leave can be used annually to care for family members. It is not clear if this is simply university policy, or state law. The council agreed that many if not most faculty are not aware of this and that there is a need for education.

FMLA is limited in time, unpaid, and you can't do any university work (e.g., email) so it is not appropriate for situations where less than 100% of the faculty member's normal working hours are needed to provide care. One question was whether FMLA can be taken in chunks (one or more days during each week) or if it must be continuous.

At present FMDA is not available for the care of family members. Our council could propose that this type of care be included. The council could also recommend that the number of sick leave days that can be used for family member care be increased to more than five (if allowed by state law). Tera pointed out that FMDA is a program and not a policy, such that a program is designed to produce a desired outcome, while a policy is a statement of rules.

Ann noted that one challenge would be to define what level of care would warrant an FMDA. Another thing to consider is how responsibilities could be modified simply to provide more flexibility. For example, teaching an in-person course at a specific time each week may not be possible for the faculty member, but the faculty member could do other teaching activities (asynchronous online teaching, curriculum development).

Please see the links in the Canvas module. The next step would be to author a proposal and share this with associate deans and the chairs cabinet to receive feedback.

## **6 Announcement**

Brian has added an FDAR Council meeting on May 14. The agenda is to meet Vice President for Extension and Outreach Jason Henderson, hear his vision for extension and outreach at Iowa State, and suggest ways in which FDAR can help accomplish this vision.

## **7 Future Agenda Items?**

None.