



Office of the Provost and Vice Chancellor for Academic and Student Affairs

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MEMORANDUM

TO: Marianna Walker, Chair of the Faculty

FROM: Marilyn Sheerer, Provost & Senior Vice Chancellor *Marilyn Sheerer*
for Academic & Student Affairs

Phyllis D. Horns
Phyllis Horns, Vice Chancellor for Health Sciences

Deirdre M. Mageean
Deirdre Mageean, Vice Chancellor for Research and Graduate Studies

DATE: January 25, 2010

SUBJECT: Feedback from Faculty Welfare Committee on Faculty Serious Illness Leave

We appreciated the recent opportunity to meet with the members of the Faculty Welfare Committee and the EPA Personnel Policies Committee to discuss proposed revision to the Faculty Serious Illness, Maternity, and Parental Leave policy (FSIL). After receiving the concerns expressed by members of the Faculty Welfare Committee, we asked the EPA Personnel Policies Committee to reconsider the proposed revisions and subsequently the EPA Personnel Policies Committee agreed on the following changes to the proposed policy:

- For serious health conditions, including pregnancy and maternity leave for the purposes of this policy and as defined by FMLA, a faculty member will be eligible for leave with pay for a maximum of 12 calendar weeks in any 12-month consecutive period. As you know, the earlier version of the proposed revision limited these provisions to a maximum of 60 calendar days (or the equivalent of approximately eight calendar weeks).
- The leave with pay for an uncomplicated pregnancy and/or birth must be taken in consecutive weeks beginning with a period defined by the medical provider, which is usually at or near the date of childbirth.
- The provisions for parental leave with pay will remain limited to 21 calendar days as proposed in the revised policy.

Further, based upon the revisions stated above, the EPA Personnel Policies Committee decided to remove the parental leave provisions (not maternity leave) from this policy and relocate them in a policy focused solely on this topic. Separating these provisions will provide clarity to the campus community, since the parental leave provisions are quite different from serious health, disability and maternity leave provisions.

As a result of this plan, we will delay submission to the Board of Trustees until their April meeting. This delay will enable us to present both the revised FSIL policy and a 12-month

faculty leave policy (presently undergoing review by the EPA Personnel Policies Committee) simultaneously.

We would appreciate your informing members of the Faculty Welfare Committee about these proposed revisions and the revised timeline for BOT action. Based on the proposed revisions, we do not believe that it is an effective use of staff time to conduct further cost-savings comparisons, as requested by Faculty Welfare.

Feel free to contact us should you have any additional questions or concerns.

cc: Mr. Jim Mullen, Chair, EPA Personnel Policies Committee