

MINUTES OF THE COMMITTEE ON MISSION AND SOCIAL JUSTICE  
Villanova University

October 2, 2008

PRESENT: Fayette Veverka, Chair; Sarah Hicks Teresa A. Nance, Beth Hassel  
William Stehl, Nancy Lee, Mark Graham, Ryan Conway, Mary Papalaskari

ABSENT: William Werpehowski, (excused) Antonia Allsman, Anna Menard, Sally J.  
Scholz, Lauren Glozzy, Thomas Mogan

The meeting began at 8:30 a.m. SAC 107

1. Committee meetings were set for the first Thursday of each month from 9:00 to 10:00 in SAC 107.
2. The committee discussed its response to a proposal submitted by Jean Lutes regarding faculty maternity leave policy, particularly what University committees were the most appropriate vehicles for considering the proposal and whether or not Mission and Social Justice would also address maternity leave policies inclusive of staff as well as faculty. The committee agreed to the following actions:
  - a. While the committee wants to support and advance the conversation regarding faculty maternity leave policies raised by the Lutes proposal, we also think it is important to address maternity leave policies regarding staff. Rather than amend or expand the Lutes proposal, the committee agreed to adopt a general statement supporting the need for just and compassionate maternity leave policies for both faculty and staff.
  - b. Invite input from the university committee representing staff to help shape recommendations for staff maternity leave policy analogous to the Lutes proposal for faculty within the next month, if possible.
  - c. Invite a representative of Human Resources to meet with MSJ at their November meeting to clarify current maternity leave policies affecting staff and how this might be affected by the upcoming benefits review process and the reorganization of staff compensation categories.
  - d. Contact the President's office and the Committee on Faculty who are also considering the Lutes proposal to better coordinate efforts to advance the discussion of maternity leave policies on campus.
  - e. To review the Lutes proposal carefully and craft a set of recommendations from MSJ to be presented to the University Senate.