

MINUTES OF THE COMMITTEE ON MISSION AND SOCIAL JUSTICE
Villanova University
November 6, 2008

PRESENT: Fayette Veverka, chair; Antonia Allsman; Ryan Conway; Lauren Glozzy, Mark Graham, Beth Hassell, Nancy Lee, Tom Mogan, Terry Nance, Mary Papalaskari, William Stehl, William Werpehowski,

Absent: Anna Menard, Sally J. Scholz

The meeting began at 9:00 a.m. SAC 107

1. Minutes from the September and October meetings were unanimously approved.
2. The committee discussed its response to the Lutes maternity leave proposal for full time and tenure faculty.
 - a. It was reported that both the Faculty Congress and the Committee on Faculty have made positive recommendations on this proposal, with COF recommending a one semester maternity leave of absence for tenured and tenure track faculty only; while FC supported a one semester maternity leave of absence for every full time faculty member.
 - b. The committee affirmed that as a Catholic university, policies concerning maternity leave at Villanova should reflect the strong pro-family and pro-natalism values of the Catholic tradition and extend strong support for a positive balance between work and family life.
 - c. In particular, the committee affirmed the strength of the proposal's arguments and recommendations and decided unanimously to support three proposed changes in the Lutes proposal, with some additions beyond the original proposal. We recommend that the University adopt a maternity leave policy that would
 - i. Provide the option of taking a one semester leave with full pay for all full time faculty--tenured, tenure track, and non-tenure track--who are primary caregivers of newborns or newly placed adopted children during the closets consecutive semester.
 - ii. Ensure that all full time faculty are eligible for parental leave in their first year of hire. To take advantage of this benefit, non-tenure track faculty must agree to stay at Villanova for at least one year after taking maternity leave. If for some reason they fail to do so, they would be required to pay back to the University the salary they received beyond the leave available under the Family and Medical Leave Act. Non-tenure track faculty could waive this benefit and take the standard leave mandated under the Family and Medical Leave Act with no additional service requirement attached.
 - iii. Provide two weeks of leave, with full pay, for secondary caregivers, whether by birth or adoption, to all full-time faculty, tenured, tenure-track and non-tenured faculty with the same

required one year of service and financial penalties for non-return after a leave.

- d. The committee also felt strongly that a review of maternity leave policy for faculty should be considered together with those affecting staff as well. Villanova support for family life should extend equally to faculty and staff, even though specific policies may need to consider different factors affecting each group. To that purpose, the committee agreed unanimously to the following recommendations that Villanova provide
 - i. All full time employees (with the exception of union employees who negotiate their own contracts) with twelve weeks of paid maternity leave, in addition to any vacation or sick days already earned.
 - ii. Provide this benefit to all full time employees in their first year of service. To take advantage of this benefit, employees in their first year of service must agree to stay at Villanova for at least one year after taking maternity leave. If for some reason they fail to do so, they would be required to pay back to the University any salary received beyond paid leave required under the Family and Medical Leave Act. First year employees could waive this benefit and take the standard benefit under FMLA with no additional service requirement attached.
 - iii. Two weeks of paid leave for secondary caregivers whether by birth or adoption to all full-time employees, with the same required one year of service and financial penalties for non-return after a leave for first year employees.
3. The chair agree to put these recommendations in writing for review by the committee through email before submitting these recommendations to the University Senate.

The meeting was adjourned at 10:00.