Proposed Policy Changes - Executive Summary

Summary: The committee proposes that new or revised policies should be implemented as soon as possible to bring us in line with our university peer-group. These amendments are categorized into three policy areas: (1) procedural changes to provide for more transparent tenure decisions and a less rigid tenure “clock”, (2) modified duties and transitional support during times of career-threatening personal duress, and (3) human-resources related efficiencies (dual-career and dissemination).

Tenure: Each of our identified peers* have policies which require a formal mid-tenure review, external review of tenure decisions, and implement a “tenure clock extension” or “stop the tenure clock” policy. This will be zero-cost to the university, or net cash-flow positive, as promotions would be delayed along with the delayed or eliminated need for new start-up packages for faculty.

Summary of Recommended Policy Changes:

Modifications/clarifications to Louisiana Tech Policy 2114:
   a. Allow for a one year extension based on “career threatening” personal events, which would be approved by the unit head, dean, and university president.
   b. Increase transparency by requiring a formal internal review of each tenure dossier at the end of the third, or start of the fourth year, to be provided for by the “college tenure and promotion advisory committee” that will make the recommendation to the College Dean.
   c. Increase transparency and promote excellence by requiring external review of tenure packages at the time of promotion.

Modified Duties/Transitional Support: Each of our identified peers have published polices which provide procedural accommodations to be made in instances such as a major illness, birth/adoption of a child, or the major illness of a dependent. Since Tech currently makes many informal accommodations, this will serve to establish reasonable and expected procedures and regularity among units. Care should be made to coordinate with new OMB guidelines which “encourage family-friendly practices that will better enable employees of non-Federal entities with dependent care responsibilities to progress in their careers”.

Summary of Recommended Policy Changes:

Modifications/clarifications to Louisiana Tech Policy 1426, 1427, 1428:
   a. 1426 (FMLA) will be modified to remove “entitlement” language and provide clarifications about how FMLA should be coordinated with sick leave and leaves of absence.
   b. 1427; A reasonable pool of “central funds” for catastrophic sick leave or FMLA absences that can be applied for in exceptional cases for conditions lasting over four weeks, and/or college budgets that provide for the accumulation of efficiencies and monetary external awards.
c. 1428; Modifications to the leave of absence policy to create procedural allowances for the birth/adoption of a child or the major illness of one’s self or a dependent.

**Human Resources:** Each of our identified peers has implemented a formal Dual-career hiring procedure for on-campus and off-campus cases. A dissemination plan and “guide” will be provided by the committee for the changes implemented in coordination with Human Resources.

**Summary of Recommended Policy Changes:**

a. A new policy will establish a procedure by which formal requests are made for the employment of the second person in a “dual-career couple”. While each peer makes it clear that all requests cannot be accommodated, this policy will establish a technique to formalize cost sharing for the first one-three years, or a local employment contractor (e.g. headhunter).

b. A guide will be created by this committee, in close consultation with HR, which will provide recommendations for staff and faculty to negotiate though the relevant polices to create a solution which everyone can be satisfied with. Many of our peers have examples of this.