FACULTY SENATE MINUTES
SAM HOUSTON STATE UNIVERSITY
Crtkn"48."423:"
5<52"R0O0"ó"7<22"R0O0"
Cwuvkp"Jcnn"

Members Present (18).
Fqpcnf"Cndgtv"*EQEGV+."Dwtew"Cvgu"*EQG+."Octkc"Dqvgtq"*EJUU+."Lqpcvjcp"Dtgc|gng"
*EQDC+."Fqpcnf"Dwo rcuu"*EQDC+."Yknnkco"Ecttqnn"*EJUU+."Dtcpf{"Fqngujcn"*EQEGV+."Fkcpg"
Fqyfg{"*EJUU+."Cpftgc"Hquvgt"*EQG+."Fqpqxcp"Jckpgu"*EQEGV+."Okejcn"Jcpuqp"*PIN+."
Yknnkco"Lcurgt"*EQEGV+."Dqdd{"NcTwg"*EL+."Mgppgvj"OeMkp{tg"*EJUU+."Mctgp"Oknngt"
*HCOE+."Xncf"Tcfkcu"*EQDC+."Cpvjqp{"Ycvmkpu"*HCOE+."T{cp"\crcnce"*EQJU+"

Members Not Present (12)."
Lcogu"Etqud{"*EJUU+."Uvgrjgp"Tcrr"*EJUU+."Tcpfcnn"Ictpgt"*EL+."Ucpvquj"Mwoct"*EQDC+."
Ognkpfc"Oknngt"*EQG+."Jgngp"Dgti"*EQG+."Pcpe{"Uvqemcnn"*EQG+."F0V0"Tcvpcrtcfkc"*EQJU+."
Ocfjwurcp"Ejqwfjct{"*EQEGV+."Tgpgg"Lcogu"*EQEGV+."Gtke"Octuj"*HCOE+."Mgxkp"Enkhvqp"
*HCOE+"

Called to Order.
5<56"RO."Cwuvkp"Jcnn"d{"Ejckt"Lqpcvjcp"Dtgc|gng0"

Approval of Minutes.
Vjg"Crtkn"34"okpwvgu"ygtg"wpcpkoqwun{"crrtqxgf0"

Chair's Report.
Vqrkeu"fkuewuugf"d{"vjg"ugpcvg"ejckt"kpenwfgf<
Uwoogt"Rqnke{"Tgxkgy"
Crtkn"3:"ECF"Oggvkpi"Uwooct{"

Ugpcvqtu"Vqp{"Ycvmkpu"*HCOE+."Okejcn"Jcpuqp"*PIN+."Mgp"OeKpv{tg"*EJUU+."Ognkpfc"
Oknngt"*EQG+."cpf"Dtcpf{"Fqngujcn"*EQEGV+"jcxg"xqnwpvggtgf"vq"ugtxg"qp"vjg"Ugpcvgøu"Uwoogt"
Rqnke{"Eqo okvvgg0"Fkuewuukqp"qp"rqnkekgu"wpfgt"tgxkgy"yknn"dg"qticpk|gf"qp"Dncemdqctf"cpf"cnn"
ugpcvqtu"ctg"ygneqog"vq"hqnnqy"vjg"tgxkukqp"rtqeguu"cpf"rctvkekrcvg0"

Vjg"Crtkn"3:"ECF"oggvkpi"kpenwfgf"fkuewuukqp"qh"Vgpwtg."Rquv"Vgpwtg"cpf"HGU"rqnke{0"Vjg"
ugpcvg"yknn"pqv"vcmg"qp"vjgug"rqnekegu"wpvkn"vjg{"ctg"cxckncdng"vqigvjgt"hqt"ukownvcpgqwu"ugpcvg"
tgxkgy0"

ECF"igpgtcnn{"ceegrvgf"vjg"Ugpcvgøu"tgeqoogpfgf"eqoogpvu"vq"Rqnke{";32534"Cecfgoke"
Rtqdcvkqp."Uwurgpukqp"cpf"Vgtokpcvkqp"ykvj"tgxkugf"ncpiwcig"vq"enctkh{"jqy"itcfwcvg"itcfgu"qh"
E"yknn"dg"jcpfngf0"

Election of Chair-Elect.
Pqokpcvkqpu"hqt"Ejckt-Gngev"ocfg"rtkqt"vq"vjg"oggvkpi"ygtg"cppqwpegf"d{"Ugpcvqt"Dtgc|gng"
cpf"kpenwfgf"Ugpcvqtu"Okejcn"Jcpuqp."Fqpqxcp"Jckpgu."cpf"Dtcpf{"Fqngujcn0"Cp"qokpcvkqp"

htqo"vjg"hnqqt"ycu"cnuq"ocfg"hqt"Ugpcvqt"Cpftgc"Hquvgt0"Ugpcvqtu"Jcpuqp"cpf"Fqnigujcn"ceegrvgf"
pqokpcvkqp"cpf"gcej"ecpfkfcvg"fgnkxgtgf"c"dtkgh"uvcvgogpv"vq"vjg"ugpcvg0"C"xqvg"d{"ugetgv"dcnnqv"
ycu"vcmgp"ykvj"Okejcgn"Jcpuqp"gngevgf"d{"oclqtkv{"vq"ugtxg"cu"ejckt/gngev"hqt"423:/423;0
"

Old Business.
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fkuewuukqp"qp"vjg"rqnke{0"Ft0"Dtc|gcng"cumgf"vjcv"vjg"ugpcvg"rquv"u{nncdwu"uvcvgogpvu"vq"vjg"
Dncemdqctf"hqtwo"etgcvgf"d{"Ugpcvqt"Dworcuu0
"

Hcewnv{"Chhcktu":22523"Hcewnv{"Ngcxg"Rqnke{"
Ugpcvqt"Dqvgtq"fkuewuugf"c"rtqrqugf"ngcxg"rqnke{"vjcv"ycu"rtgxk

Vjgtg" ygtg "57;" tgurqpfgpvu"vq"vjku"{gctøu"uwtxg{."wr"htqo"4239"cpf"42380"C"eqorctkuqp"qh"vjg" tguwnvu" vq" rtgegfkpi" {gctu" ycu" cnuq" kpenwfgf0" C" ugpcvqt" eqoogpvgf" qp" vjg" uwtxg{" tguwnvu" kpfkecvkpi"c"ncem"qh"hcewnv{"kprwv"qp"fgrctvogpv"fgekukqp"ocmkpi0"
"

Uwtxg{" eqoogpvu" ygtg" fkuvtkdwvgf" vq" vjg" ugpcvg" cpf" ngpivj{" fkuewuukqp" gpuwgf" fwtkpi" vjgkt" tgxkgy0"Vjgtg"ku"qpiqkpi"crrtgjgpukxgpguu"cdqwv"jqy"ugtkqwun{"vjg"cfokpkuvtcvkqp"vcmgu"hcewnv{" eqpegtpu"gzrtguugf"kp"vjg"uwtxg{0""
"

Vjgtg" ycu" fkuewuukqp"cdqwv" rquvkpi"hcewnv{"eqoogpvu"qp"vjg"UJUW" ygdukvg" ykvj"rtq"cpf"eqp" eqpukfgtcvkqpu"gzrtguugf0"Uwiiguvkqpu" ygtg" oc

n{"rquvkpi"c"uwooct{"qh"eqoogpvu0"

Policy Proposal

Modified Instructional Duties for Significant Life Events

1. **Overview**

Vjg **Modified Instructional Duties for Significant Life Events (MID)** ku"fgukipgf"vq"rtqxkfg"
hngzkdknkv{"kp"vgcejkpi"qdnkicvkqpu"qh"gnkikdng"hcewnv{"ogodgtu"yjq"gzrgtkgpeg"c"ukipkhkecpv"nkhg"
gxgpv0"Vjgug"ukipkhkecpv"nkhg"gxgpvu"kpenwfg.dwv"ctg"pqv"nkokvgf"vq."ugtkqwu"rgtuqpcn"knnpguu."ectkpi"
hqt"c"pgydqtp"kphcpv"qt"c"pgyn{"cfqrvgf"kphcpv"qt"ejknf."cpflqt"knnpguu"qt"kplwt{"vq"qpgøu"
koogfkcvg"hcokn{"ogodgtu0"Vjku"iwkfgnkpg"ku"cnuq"fgukipgf"vq"rtqvgev"vjg"wpkxgtukv{øu"kpxguvogpv"
kp"kvu"hcewnv{"cpf"vq"rtgxgpv"fkutwrvkqp"hqt"uvwfgpvu."cfokpkuvtcvqtu"cpf"hcewnv{"yjgp"hcewnv{"

gnkikdknkv{"fgekukqp"ujcnn"dg"dcugf"wrqp"vjg"hcewnv{"ogodgt"oggvkpi"vjg"gnkikdknkv{"
tgswktgogpvu"ugv"hqtvj"kp"ugevkqp"40""

Ykvjkp"36"ecngpfct"fc{u"qh"tgegkrv"qh"vjg"tgswguv."vjg"fgrctvogpv"ejckt."fgcp."qt"
koogfkcvg"uwrgtxkuqt"ujcnn"tgxkgy"cpf"uwdokv"vjg"crrnkecvkqp"ykvj"jku1jgt"
tgeqoogpfcvkqp"vq"vjg"Qhhkeg"qh"vjg"Rtqxquv0"Wrqp"hkpcn"tgxkgy."vjg"rtqxquv"yknn"
eqoowpkecvg"vjg"fgekukqp"vq"vjg"fgrctvogpv"ejckt."fgcp."qt"koogfkcvg"uwrgtxkuqt"yjq"
yknn"dg"tgurqpukdng"hqt"eqoowpkecvkpi"vjg"fgekukqp"vq"vjg"hcewnv{"ogodgt"ykvjkp"vjtgg"
dwukpguu"fc{u0"Vjg"fgekukqp"qh"vjg"rtqxquv"ku"hkpcn0""

5. Period of Modification "

Oqfkhkgf"kpuvtwevkqpcn"fwvkgu"ujcnn"twp"hqt"c"rgtkqf"qh"v{rkecnn{"qpg"hwnn"ugoguvgt"*hcnn"qt"
urtkpi+0"Hcewnv{"oc{"tgswguv"qpg"cffkvkqpcn"ugoguvgt"qh"oqfkhkgf"kpuvtwevkqpcn"fwvkgu"hqt"
vjg"ucog"gxgpv"*g0i0."ugtkqwu"rgtuqpcn"knnpguu."dktvj."cfqrvkqp."knnpguu"qt"kplwt{"vq"qpgøu"
koogfkcvg"hcokn{"ogodgt+vq"twp"eqpugewvkxg"ykvj"vjg"hktuv"tgswguv"hqt"c"vqvcn"qh"vyq"
eqpugewvkxg"ugoguvgtu"qh"oqfkhkgf"kpuvtwevkqpcn"fwvkgu"rgt"gxgpv0"Hcewnv{"yknn"dg"tgswktgf"
vq"uwdokv"c"ugrctcvg"hqto"hqt"gcej"ugoguvgt"tgswguvgf0""

70 Scope of Modification "
30 Vjg"Oqfkhkgf"Kpuvtwevkqpcn"Fwvkgu"rqnke{"cnnqyu<""

3030""Hqt"vgpwtgf"qt"vgpwtg-vtcem"hcewnv{"ogodgtu."vjg"vyq"hqnnqykpi"
qrvkqpu<""

c0 gzgorvkqp"htqo"cnn"qt"c"rqtvkqp"qh"cnn"vgcejkpi"cuukipogpvu"fwtkpi"
vjg"ngcxg"ugoguvgt="c"hcewnv{"ogodgt"oc{"tgswguv"c"hwnn"gzgorvkqp"
*k0g0."tgngcug"htqo"cnn"vgcejkpi+qt"c"rctvkcn"vgcejkpi"gzgorvkqp"*k0g0."
tgngcug"htqo"c"rqtvkqp"qh"vgcejkpi"tgurqpukdknkvkgu+0""

Vq"tgrnceg"vjg"encuugu"pqv"vcwijv"fwtkpi"vjg"ejqugp"ugoguvgt."vjg"
hcewnv{"ogodgt"ecp"ejqqug"htqo"qpg"qh"vjg"vyq"hqnnqykpi"qrvkqpu<"

k0 **Delay of Teaching Duties**0"Vjg"hcewnv{"ogodgt"yknn"dg"
tgurqpukdng"hqt"vgcejkpi"vjg"ucog"pwodgt"qh"encuugu1sjg"jcu"
dggp"gzgorv"ykvjkp"vjg"pgzv"ecngpfct"{gct0""

kk0 **Replacement of Teaching Duties**0"Vjg"hcewnv{"ogodgt"ecp"
tgrnceg"vjg"pqtocn"encuutqqo"tgurqpukdknkvkgu"ykvj"cnvgtpcvkxg"
yqtm"nqcf"vjcv"yqwnf"eqpvtkdwvg"vq"vjg"Wpkxgtukv{øu"
kpuvtwevkqpcn"rtqitco."uwej"cu"pgy"eqwtug"fgxgnqrogpv."
ewttkewnwo"fgxgnqrogpv."qt"qvjgt"yqtm"fqpg"vq"kortqxg"vjg"
wpkxgtukv{øu"kpuvtwevkqpcn"rtqitco0"Vjg"hcewnv{"ogodgt"yknn"
uwdokv"c"rtqrqucn"vjcv"fguetkdgu"vjg"rtqrqugf"yqtm"kp"fgvckn."c"

crrtqxgf"d{"vjg"ejckt."fgcp"qt"uwrgtxkuqt"dghqtg"dgkpi"itcpvgf" vjg"OKF0""

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3040""Hqt"pqp/vgpwtg"vtcem"hcewnv{"ogodgtu"ykvj"eqpvkpwkpi"gornq{ogpv" uvcvwu<"tgrnecegogpv"qh"hceg/vq/hceg"vgcejkpi"cuukipogpvu"ykvj"qpnkpg" vgcejkpi"cuukipogpvu"cpfqt"cffkvkqpcn"cfokpkuvtcvkxg"qt"ugtxkeg" cuukipogpvu"vjcv"oc{"dg"eqorngvgf"tgoqvgn{""

40 *Extension of Tenure Probationary Period*0"Hqt"hcewnv{"ogodgtu"qp"vjg"vgpwtg" vtcem."cp"crrtqxgf"tgswguv"hqt"oqfkhkgf"kpuvtwevkqpcn"fwvkgu"kpenwfgu"cp"cwvqocvke" qpg/{gct"gzvgpukqp"qh"vjg"vgpwtg"rtqdcvkqpct{"rgtkqf"rgt"gxgpv"*g0i0."ugtkqwu" rgtuqpcn"knnpguu."dktvj."cfqrvkqp."knnpguu"qt"kplwt{"vq"qpgøu"koogfkcvg"hcokn{" ogodgt+0"Vjku"gzvgpukqp"ku"cwvqocvke"wpnguu"vjg"hcewnv{"ogodgt"urgekhkecnn{"qrvu" qwv"qh"vjg"gzvgpukqp"qp"vjgkr"crrnkecvkqp"hqto0"Vjg"hcewnv{"ogodgt"jcu"vjg"qrvkqp" vq"rctvkekrcvg"qt"pqv"kp"vjg"gzvgpukqp"qh"vjg"rtqdcvkqpct{"rgtkqf0""Rctvkekrcvkqp"kp" oqfkhkgf"kpuvtwevkqpcn"fwvkgu"ku"ykvjqwv"rtglwfkeg"vq"rgthqtocpeg"tgxkgyu"qt" crrnkecvkqpu"hqt"rtoqvkqp"qt"vgpwtg0""

50 *Benefit Continuance.* Eqorgpucvkqp"cpf"dgpghkvu"qh"vjg"hcewnv{"ogodgt"fq"pqv" ejcpig"dgecwug"c"hcewnv{"ogodgt"ku"qp"oqfkhkgf"kpuvtwevkqpcn"fwvkgu0""

60 Tgvcnkcvkqp"kp"cp{"hqto"*g0i0."cp"ctdkvtct{"ejcpig"kp"kpuvtwevkqpcn"fwvkgu+"ku" rtqjkdkvgf0""

80 **Combination with Faculty Sick Leave and FMLA** "

Vjgug"oqfkhkgf"kpuvtwevkqpcn"fwvkgu"Rqnke{"oc{"twp"eqpewttgpvn{"cpfqt"ugswgpvkcnn{"ykvj" vjg"Hcewnv{"Ukem"Ngcxg"Rqnke{"cpf"vjg"Hcokn{"cpf"Ogfkecn"Ngcxg"Cev"*HONC+0""

"