



University of Colorado
Denver

CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, January 26, 2021
Auraria Library | Web Conference Meeting
10:30am-12:00pm

Minutes

In attendance: Lan Liang, Diana White, Deserai Crow, Connie Fulmer, Michael Jenson & Eric Baker (recording)

1. Welcome & Introductions. (All)

2. APC Review of CU Regents Policy 11.E Sick Leave & the draft APS 5062. (All)
 - APC supports this long-overdue extension of sick leave benefits to other previously ignored classifications of employees. One might imagine a university would have done so without the impetus of new statutory law, but such is progress.
 - APC expresses concern that the right of full-time employees & faculty on 12-month appointments to accumulate sick leave with “no limit” has been removed from 11.E.2(B)[1], but does note this right is retained in the more easily modified APS 5063.
 - APC notes that faculty on traditional 9-month appointments are not extended this benefit for reasons which are not entirely clear.

3. APC Review of the proposed Lactation Policy (All): In response to new Colorado statutory law , CU Denver is developing a “Lactation Policy” for the two campuses.
 - APC expresses support for this long-awaited official clarification of the options & accessibility for on-campus lactation. Once again, the Colorado General Assembly must also be thanked.

- Despite general approval, APC concerns included certain logistical details as addressed in the current draft, including but not limited to:
 1. The breaks are designed in such a manner to represent the very minimum of time necessary; any ordinary complications resulting from the lack of access to facilities, where such facilities are located & numerous other factors which may be expected on a busy university campus will certainly oblige users to exceed the policy limits.
 2. Combined with unpaid breaks already incorporated into a regular work-day, these additional unpaid breaks would extend the time at the workplace yet again—given the paucity of support available for parents & families in this country in general, making these short breaks also unpaid seems contrary to the spirit of the policy.
 3. Finally, APC members were not persuaded that the Office of Equity would best positioned to reconcile conflicts or difficulties introduced by the exercise of this policy. Nonetheless, due to the wide range of circumstances & particulars that could be involved, APC did not produce an alternate, single office suggestion either.

- 4. APC Election of Secretary: Professor Deserai Crow with the School of Public Affairs has graciously accepted the office. Congratulations & thanks!

Meeting adjourned at 11:30am.