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

Members Present (18).
Fqpcnf"Cndgtv"*EQGV+."Dwtew"Cvgu"*EQG+."Octkc"Dqvgtq"*EJUU+."Lqpcvjcp"Dtgc|gnng"*EQDC+."Fqpcnf"Dwo rcuu"*EQDC+."Yknnkco"Ecttqnn"*EJUU+."Dtcpf{"Fqnigujcn"*EQGV+."Fkcpg"Fqyfg{"*EJUU+."Cpftgc"Hquvgt"*EQG+."Fqpqxcp"Jckpgu"*EQUGV+."Okejcn"Jcpuqp"*PIN+."Yknnkco"Lcurgt"*EQUGV+."Dqdd{"NcTwg"*EL+."Mgppgvj"OeKpv{tg"*EJUU+."Mctgp"Oknngt"*HCOE+."Xncf"Tcfqkcu"*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"Tcvpctcfkc"*EQJU+."Ocfjwwufcp"Ejqwfjct{"*EQUGV+."Tgpgg"Lcogu"*EQUGV+."Gtke"Octuj"*HCOE+."Mgxkp"Enkhvqp"*HCOE+"

Called to Order.
5‹56"RO."Cwuvkp"Jcnn"d{"Ejckt"Lqpcvjcp"Dtgc|gnng0"

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

Chair's Report.
Vqrkeu"fkuewuugf"d{"vjg"ugpcvg"ejckt"kpenwfgf‹
Uwo o gt"Rqnke{"Tgxkgy"
Crtkn"3:"ECF"Oggvkpi"Uwo o ct{"
"

Ugpcvqtu"Vqp{"Ycvmkpu"*HCOE+."Okejcn"Jcpuqp"*PIN+."Mgp"OeKpv{tg"*EJUU+."Ognkpfc"Oknngt"*EQG+."cpf"Dtcpf{"Fqnigujcn"*EQUGV+"jcxg"xqnwpvggtgf"vq"ugtxg"qp"vjg"Ugpcvgøu"Uwo o gt"Rqnke{"Eqo o kvvgg0"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"rqnkekgu"wpvkn"vjg{"ctg"cxckncdng"vqigvjgt"hqt"ukowncpgqwu"ugpcvg"tgxkgy0"
"

ECF"igpgtcnn{"ceegrvgf"vjg"Ugpcvgøu"tgeqo o gpfgf"eqo o gpvu"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.
Pqo kpcvkqpu"hqt"Ejckt-Gngev"ocfg"rtkqt"vq"vjg"o ggvkpi"ygtg"cppqwpegf"d{"Ugpcvqt"Dtgc|gnng"cpf"kpenwfgf"Ugpcvqtu"Okejcn"Jcpuqp."Fqpqxcp"Jckpgu."cpf"Dtcpf{"Fqnigujcn0"C"pq o kpcvkqp"

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.
CRU"32294:"Wug"qh"Vgngrjqpgu"cpf"Vgzv"Oguucigu"kp"Encuutqqou"
Ugpcvqt"Dworcuu"fgnkxgtgf"c"u{nncdwu"uvcvgogpv"fqewogpv"cu"c"rquukdng"uvctvkpi"rqkpv"hqt"ugpcvg"
fkuewuukqp"qp"vjg"rqnke{0"Ft0"Dtgc|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 tgxkgy0Vjgtg 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

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 pgy dqtp kphcpv qt c pgyn{ cfqrvgf kphcpv qt ejknf. cpf lqt knnpguu qt kplwt{ vq qpgøu koogfkcvg hcokn{ ogodgt0 Vjku iwkfgnkpg ku cnuq fgukipgf vq rtqvgev vjg wpkxgtukv{øu kpxguvogpv kp kvu hcewnv{ cpf vq rtgxgpv fkutwrvkqp hqt uvwfgpvu. cfokpkuvcvqtu 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"jku!jgt"
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"
<u>qrvkqpu</u><""

      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"<u>qrvkqpu</u><"

        k0 **Delay of Teaching Duties**0"Vjg"hcewnv{"ogodgt"yknn"dg"
tgurqpukdng"hqt"vgcejkpi"vjg"ucog"pwodgt"qh"encuugu"ujg"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""

d0 *d+"tgrnacegogpv"qh"hceg/vq/hceg"vgcejkpi"cuukipogpvu"ykvj"qpnkpg"
vgcejkpi"cuukipogpvu"cpf"qt"cffkvkqpcn"cfokpkuvtcvkxg"qt"ugtxkeg"
cuukipogpvu"vjcv"oc{"dg"eqorngvgf"tgoqvgn{""

3040""Hqt"pqp/vgpwtg"vtcem"hcewnv{"ogodgtu"ykvj"eqpvkpwkpi"gornq{ogpv"
uvcvwu<"tgrnacegogpv"qh"hceg/vq/hceg"vgcejkpi"cuukipogpvu"ykvj"qpnkpg"
vgcejkpi"cuukipogpvu"cpf"qt"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"vjgkt"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"rtqoqvkqp"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""

"