

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE

Senate Document Number 2215F
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Statement of Faculty Senate Action:

**FWDC 7: Annual Evaluation of Faculty receiving Family and Medical Leave
(Faculty Handbook Section 4.2.1.2)**

Effective date: Immediately

Summary: This document provides guidance for annual evaluation of faculty who are granted Family and Medical leave (FML).

Rationale: Faculty members who receive Family and Medical Leave (FML) are relieved of their professional responsibilities in teaching, scholarship, and service for a specified period of time. There is currently no guidance for annual evaluation of the performance of these faculty members. FWDC believes that evaluation of those who receive FML must take these reduced expectations into account.

This policy does not apply to professional development leave, as these leaves imply a reassignment of professional responsibilities (away from teaching and toward scholarship and/or service) rather than a reduction.

Modify 4.2.1.1, Section VII, as follows:

VII. Coordination with Other Policies

As stated in Section 3.5.3, a leave of absence due to maternity or primary-care duties automatically extends the probationary period of tenure-track faculty by one year unless otherwise requested by the faculty member and authorized by the Provost and VCAA. Because family and medical leave implies a reduced teaching load and lower expectations for scholarly productivity and service contributions for the academic year, faculty members who receive family and medical leave cannot be penalized in annual evaluation for teaching fewer classes or having less scholarship or fewer service contributions than would be expected in a year without leave.

The terms of this policy pertain only to a leave with full pay for a specified period because of illness or disability. This policy has no effect on provisions for leave without pay as described in the Handbook for Faculty.

The leave with full pay provided for under this policy shall have no effect on the faculty member's other employment benefits.