



THE UNIVERSITY OF TEXAS AT AUSTIN

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*William Powers, Jr., President*  
*University Distinguished Teaching Professor*  
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December 14, 2007

Dr. David Prior  
Executive Vice Chancellor for Academic Affairs  
University of Texas System  
OHH 304 (P4300)

Dear David:

I write to request approval to make the following change in the language of the eligibility requirements of the Modified Instructional Duties policy of The University of Texas at Austin (*Revised Handbook of Operating Procedures*, Part 5, Section B, Policy Number 5.B.1):

Faculty members who may apply for modified instructional responsibilities are those who are the a principal caregiver . . .

This modification was recommended and approved by the university's Faculty Council at a meeting on January 22, 2007, (cf. *Documents of the General Faculty* 5183). The modification has been reviewed by Dr. Steven Leslie, Executive Vice President and Provost, and Dr. Patricia Clubb, Vice President for Employee and Campus Services. Both have recommended approval.

Dr. David Prior  
December 14, 2007  
Page Two

I endorse this change and ask that you give it final approval. If you have any questions, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "W Powers, Jr.", written in a cursive style.

William Powers, Jr.  
President

WP/rr

Enclosure

cc: Dr. Steven Leslie, Executive Vice President & Provost  
Dr. Patricia L. Clubb, Vice President for Employee and  
Campus Services  
Mrs. Patricia Ohlendorf, Vice President of Legal Affairs  
Dr. Charles A. Roeckle, Deputy to the President  
Dr. Douglas Burger, Chair, Faculty Council  
Dr. Sue Alexander Greninger, Secretary to the General Faculty  
and Faculty Council  
Dr. Michael J. Ferguson, Chair, Faculty Welfare Committee  
Professor Martha Hilley, Distinguished Teaching Professor  
Ms. Debbie Roberts, Senior Administrative Associate



EXECUTIVE VICE PRESIDENT AND PROVOST  
THE UNIVERSITY OF TEXAS AT AUSTIN

1 University Station G1000 • Austin, Texas 78712-0538 • (512) 471-4363 • FAX (512) 471-0577

July 2, 2007

President William Powers, Jr.  
The University of Texas at Austin  
MAI 400  
Campus Mail Code G3400

PRESIDENT'S OFFICE	
U.T. AUSTIN	
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Dear President Powers:

I have reviewed the recommendations from the Faculty Welfare Committee concerning University Family Friendly Policies (D 5183). I recommend approval of the proposals, given that they will help to ensure that the information on these policies is communicated clearly across campus, and that faculty will have ready access to the requirements for Modified Instructional Duties, as well as sick leave and FMLA.

These are important measures which will help in the recruitment and retention of faculty.

Sincerely,

Steven W. Leslie  
Executive Vice President and Provost

SWL:jmh

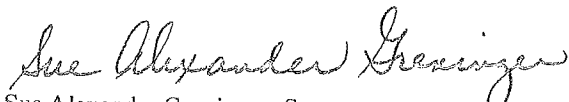
- cc: Pat Clubb, Vice President for Employee and Campus Services
- Dr. Sue Greninger, Secretary, The General Faculty and Faculty Council
- Ms. Debbie Roberts, Senior Administrative Associate
- Terri Givens, Vice Provost

Deputy to the President	
U.T. AUSTIN	
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## DOCUMENTS OF THE GENERAL FACULTY

FACULTY WELFARE COMMITTEE RECOMMENDATIONS CONCERNING UNIVERSITY  
FAMILY FRIENDLY POLICIES

On behalf of the Faculty Welfare Committee, Professor Martha Hilley (music and committee chair) submitted the following motion concerning three recommendations related to University Family Friendly Policies. The secretary has classified this proposal as *general* legislation. The motion will be presented to the Faculty Council at its meeting on December 11, 2006.

  
Sue Alexander Greninger, Secretary  
The Faculty Council and General Faculty

FACULTY WELFARE COMMITTEE RECOMMENDATIONS CONCERNING UNIVERSITY  
FAMILY FRIENDLY POLICIES

The Faculty Welfare Committee requests your consideration of the following three recommendations related to University Family Friendly Policies.

1. Change the language of the qualification section of the Modified Instructional Duty Policy (MID) from "...those who are *the* principal caregiver" to "...those who are *a* principal caregiver."
2. Develop a standard for communication of University Family Friendly Policies (UFFP). A description of all such policies will be communicated both directly to all faculty on a yearly basis (e.g., email and/or highlighted on the University homepage) and from the provost's office to chairs/division heads with the expectation provided that chairs notify and provide information to faculty about UFFP. This notification would include providing both the eligibility requirements and the procedure to be followed to request and negotiate the terms for MID when the faculty member has need and is a principal caregiver. Whenever a chair or division head is made aware that a faculty member is expecting a new child, the chair/division head is required to notify the faculty member of his/her eligibility for MID.
3. Creation by the provost's office of a brochure (both hard copy and electronic) on UFFP (MID) to be given to all department chairs, all new faculty, and all job candidates who interview for faculty positions at UT.

**Rationale:**

The first recommendation would allow two parents who are both principal caregivers to take modified instructional duty in the same semester.

The second recommendation is an effort to provide uniformity across the campus.

The third recommendation will aid in the uniformity of communication across campus. The pamphlet should:

- clarify the relationship between sick leave, FMLA leave and MID;
- provide examples of the kind of alternative responsibilities to classroom teaching that could be done under MID;
- discuss the relationship between MID and the Stop the Clock Policy;
- and provide a website and contact number for further information.

Distributed through the Faculty Council Web site ([www.utexas.edu/faculty/council/](http://www.utexas.edu/faculty/council/)) on December 6, 2006. Copies are available on request from the Office of the General Faculty, WMB 2.102, F9500.