

From: [Joseph Kahne](#)
To: [Cherysa P. Cortez](#)
Date: Wednesday, October 21, 2020 7:41:47 AM

Hi Cherysa,

The GSOE FEC discussed the proposal related to modified duties for COVID related dependent care.

The committee had several concerns. First, the FEC is concerned that modifications are being negotiated individually on a case-by-case basis as opposed to having consistent policies across campus. Also, since no funds are provided to offset modifications, we are concerned that this will put those in need of support in an inappropriately difficult position of worsening the situation for their colleagues - especially during times that are difficult for all and during times of cutbacks. Also, it is not clear for item #10 what the impact of faculty leave policies will be. The APM states that there will be up to 1 course reduction, which seems to conflict with the text of item #10 in the proposal.

We are also worried that the suggestion that others pick up this extra work without compensation - will this burden be shared equitably? What structures are there to recognize these risks and prevent inequitable results?

Overall, this feels like a way for the administration to appear supportive without providing actual support or taking responsibility for decisions or consequences. Several faculty who would be eligible under this policy said they would be very hesitant to request releases because the burdens would simply fall on others who would then not be compensated for doing additional work.

I hope this is helpful.

Best,

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Pronouns: he, him, his