

**UCC 0267 University Coordinating Commission**

The policy as written omits GPSC, the current 'governance group' for graduate matters as stated in the current University of Houston Faculty Handbook, from membership on the UCC.

*We request emendation of the draft MAPP to add, as a new point 2 under section III.A, Commission Membership, the following line:*

2. The chair (or the chair's delegate) of the Graduate and Professional Studies Council

The successive items on the list to be renumbered *mutatis mutandis*

**UCC 0268 Parental Leave (NO LONGER UNDER CONSIDERATION)**

This policy does not apply to graduate student employees, and thus *we have no comment from the graduate studies perspective. However, we recommend a revision of the language in section IV.D as follows:*

"Parental leave may start no earlier than the date of the birth of a natural child or placement for adoption or foster care placement of the child."

Because adoptions are not legally finalized until 6 months after the adoption placement, this revision would make clear that it is the placement, not the final legal endorsement, that starts the eligibility for parental leave.

**UCC 0269 Leaves of Absence for Employees**

This policy does not apply to graduate student employees, and thus *we have no comment from the graduate studies perspective. However, we recommend a revision of the language in Section VI.F, lines 4-5, as follows:*

"... the employee's family is defined as the employee's spouse or the employee's or employee's spouse's parents ..."

This corrects the omission of the employee's own family from the current language.

**UCC 0270 Employment Eligibility Verification Form I-9**

This policy applies to graduate student employees. *We accept the policy as written.* It seems more or less to codify current practice regarding eligibility for employment.

**UCC 0271 Reduction in Force**

This policy lays out procedures for RIFs; it creates a new path for initial RIF requests and for the appeals process for employees. It does not have direct bearing on graduate matters, except insofar as any particular RIF might impact staff members who deal with graduate matters. *We thus have no comment from the graduate perspective.*

**UCC 0272 Access to/Maintenance of Personnel Records**

This policy applies to graduate student employees, and indeed explicitly includes student employees in personnel records policy for the first time. The policy covers certain student employment records under FERPA, thus giving more protection to students for the release of their information to third parties. *We accept this policy as written.*