**Resolution on Inclusive Academic Calendar Holiday Considerations at the University of Minnesota Twin Cities and Rochester Campuses**

**Resolution:** The Civil Service Senate and Civil Service Consultative Committee recommends that the University of Minnesota proactively consider non-Christian holidays when initially developing the academic calendar for the Twin Cities and Rochester campuses, to provide greater flexibility in establishing the University Floating Holiday schedule.

**Background, Rationale, and Suggestions:** The University of Minnesota is committed to creating an inclusive and supportive environment for all faculty, staff, and students. Currently, the academic calendar development process does not adequately account for the diverse religious and cultural observances of our community members. While we recognize the Office of Human Resources sets the University holiday schedule and holds a policy on Employee Absences for Religious Holidays policy; the request to shift the approach for setting the academic calendar is intended to enhance what is already written.

Key considerations include:

- Recognizing the multicultural composition of the University of Minnesota community
- Ensuring fair representation of various religious and cultural holidays
- Providing the Civil Service Consultative Committee (CSCC) with enhanced flexibility in designing the University Floating Holiday schedule
- Aligning the academic calendar with principles of diversity, equity, and inclusion

Suggested Implementation:

1. Establish a preliminary review process that explicitly includes consultation with diverse cultural and religious representatives during initial academic calendar planning
2. That these representatives would come from the University community and its religious- and culturally-affiliated student and professional groups
3. Develop a systematic approach to evaluating potential academic calendar dates in light of these observances
4. Provide transparent communication about the consideration process to university stakeholders

Potential benefits of this approach include:

- Increased employee satisfaction and sense of inclusion
- Reduced conflicts between academic/work schedules and important personal observances between supervisors and staff
- Allow teaching faculty (or others) who might not accrue time off to have protected time off to celebrate
- Demonstration of the university's commitment to supporting a diverse community

- More flexible and responsive holiday scheduling
- Increased awareness of the diversity of the University community and its many constituent communities.

The CSCC recommends that this approach be integrated into the existing calendar development process with minimal administrative burden, focusing on proactive consideration rather than extensive restructuring.