The Center for Success of Women Faculty devotes a significant portion of our time to assisting women faculty and staff who are soon to become mothers and/or are caring for critically ill family members. For new moms, we have been successful in the last year in obtaining 5 lactation rooms across campus, as well as instituting a trial expectant mothers parking program in spring 2015. We have also run faculty-led workshops on dealing with eldercare and special needs family members.

Now, we are interested in determining the campus-wide interest of UCF faculty in paid parental leave and paid family leave policies.

**Paid parental leave policy** suggestion for all new birth/adoptive parents (includes both parents):
New parents could choose from one of three options for one semester: 1) one semester of paid leave, 2) one semester of modified instructional duties (MID = no teaching for 1 semester, but individual remains a participant in rest of university activities, including research and grants), or 3) normal teaching/research/service load.

At the present time, MID is administered *ad hoc* across campus for new moms (unknown for new fathers) and it is often confrontational/stressful. It would benefit all parties to have a transparent policy in place.

At the present time, if leave is taken, new parent income comes exclusively from sick leave accrued until that runs out, as it quickly does for recent hires. At that time, it becomes unpaid leave. 55 women (faculty + staff) took parental leave in 2012-13.

UCF Graduate Studies instituted a policy for GTA/GRAs in January 2014 for 6 weeks of paid leave for new moms (parents?).

Paid parental leave and MID is being discussed on November 17 by UFF. Our proposals are similar.

**Paid family leave policy** suggestion would be exclusively for faculty members caring for family members who are critically injured/critically ill/end-of-life and really need to spend all of their time with this member of their family. It would be one semester of paid leave. The definition of family would be as broad as possible.

The CSWF is excited to work with faculty senate, faculty affairs, etc. to make UCF a more family-friendly institution. There are many, many details to work out, but support for one or both policies is the first step.

Our Center’s suggestion is to consider/modify the paid parental leave policy recently established at USF, at least in terms of funding. This model could work for both Paid parental leave and paid family leave.

**USF Paid Parental Leave was adopted in 2010 and is considered cost-neutral.**
Whenever the faculty member resigns, retires, or otherwise permanently terminates employment with the university, the number of hours that the faculty member has utilized for paid parental leave, excluding any hours that were taken as accrued leave, shall be deducted from the total balance of accrued sick and/or annual leave (with sick leave being deducted first) that the faculty member has remaining at the time of separation from the university.

2014 spring semester, 13 USF faculty members participated
2014 fall semester, 10 USF faculty members are participating

Additional details that may or may not be appropriate for UCF:

1) Benefit may be utilized no more than twice during a faculty member’s employment
2) Employed for a minimum of one academic year for faculty members with instructional responsibilities or a minimum of one calendar year for faculty members without instructional responsibilities, and employed on at least a 0.75 FTE line. This program does not apply to individuals on a temporary, a term limited, or a visiting appointment.

3. Paid parental leave if approved by provost is for one semester or up to 19.5 weeks.

4. Faculty member must request use of the paid parental leave in advance, no later than three months prior to the beginning of the leave.

5. Faculty member must return to the university following participation in the program for at least one academic year if the faculty member has instructional duties or for at least one calendar year if the faculty member does not have instructional duties.

6. Paid parental leave will not be granted to two faculty members for the same birth or adoption.

7. Paid parental leave runs concurrently with the FMLA leave.