

Resolution 2014-2015-2 Parental Leave Policy and Procedures for UCF Faculty Birth/Adoption

Whereas, it appears that current UCF policies do not provide for parental leave for faculty for birth or adoption; and

Whereas, provision of parental leave for faculty birth or adoption has been inconsistently given and allowed on an ad hoc basis and a variety of options have been used including:

1. Requiring parental leave be given to the mother only; and/or
2. That accrued sick leave be used (which creates additional hardship on recently hired faculty); and/or
3. Modified instructional duties (MID) for faculty are:
 - a. Not allowed; and/or
 - b. Allowed only for faculty who have been employed at UCF for a minimum of one year; and/or
 - c. Required to continue non-instructional duties such as research/grant work and/or service; and

Whereas, having a paid parental leave policy for faculty at UCF is needed for the competitive recruitment, hiring, and retention of faculty; and

Whereas, another university in the SUS, the University of South Florida, since 2010, has offered paid parental leave that provides parental leave for birth/adoption; therefore

Be It Resolved that the Faculty Senate of the University of Central Florida encourages administration to work with UFF-UCF to develop equitable, consistent policies and procedures to provide parental leave for birth/adoption by faculty; and

Be It Further Resolved that the Faculty Senate of the University of Central Florida recommends that any development of Parental Leave Policy consider and address the list of examples and conditions identified in Attachment 1: Parental Leave Examples and Conditions.

Attachment 1: Parental Leave Examples and Conditions
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Example of types of leave, duration, funding, etc. to be considered as part of Policy on Parental leave for faculty experiencing birth or adoptions:

1. Paid leave be provided for the parental leave for birth/adoption
2. Both partners be allowed parental leave at alternate times
3. The leave duration be a semester (up to 19.5 weeks)
4. Such leave be available to recent and long-term faculty irrespective of length of employment at the university and that
 - a. If the faculty member is lacking sick leave at the time of birth/adoption, leave be provided and later deducted from accrued leave when the faculty member earns it
 - b. Upon separation from the university if the faculty member is to collect any amount of unused sick leave, that paid parental leave be deducted before reimbursing the faculty member

Approved by the Faculty Senate on February 19, 2015.