

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. We have been successful in the last year in obtaining 5 lactation rooms across campus for new moms, as well as instituting a trial expectant mothers parking program in spring 2015. Now we are interested in determining the campus-wide interest and practicality of: 1) 1 semester of paid parental leave, and/or 2) 1 semester of modified instructional duties for new parents (MID = no teaching or for 1 semester but individual remains a participant in rest of university activities, including research). My suggestion is that new parents would be able to choose one or the other, but not both, for one birth/adoption. There is also interest in expanding the term "parental leave" to "family leave" to include caring for critically ill family members.

At the present time, MID is administered *ad hoc* on 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.

Income if leave is taken 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 leave and MID is being discussed on November 18 by UFF.

Our center is willing to run a very short, campus-wide survey in conjunction with faculty senate to determine interest in both potential policies, if requested by faculty senate. We are also willing to work with faculty affairs to make this happen, if all parties agree.

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Our Center's suggestion is to consider the paid parental leave policy recently established at USF.

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:

- 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.