

MEMO

TO: University Senate Executive Committee

From: Juan Uriagereka

Date: January 23, 2012

Subject: Draft policy proposals for Family Leave for faculty and staff and modified duties for faculty and instructional personnel who are new parents.

Early in February draft policies will be produced that propose general parameters for parental leave at the University of Maryland, for both faculty and staff. The intention is to supplement other existing family-friendly benefits, including automatic tenure delay for birth or adoption of a child and the option to work part-time.

It is our hope to have the Senate review these policies during the spring semester so that expectant parents can have access to them as soon as possible. Due to the Senate timeline, any final recommendations from a Senate committee must be completed by the end of March in order to be reviewed this academic year. It was not possible for the committee to develop the draft policies in time for the SEC meeting. Therefore, we are asking that you review the major ideals of the policies listed below and conditionally approve charging a Senate committee with reviewing the draft policies as soon as they are available. This will avoid the delay of waiting until after the February SEC meeting for committee review.

The three policies will provide three new forms of leave:

- Paid parental leave for faculty (6 weeks, 100%);
- Paid parental leave for staff (6 weeks, 100%); and
- Modified duties for faculty (for instructional faculty, up to one semester of no teaching or service; for others, up to 6 weeks as appropriate, given source of salary and job description.)

These new policies would allow parents at least six weeks of leave following the birth or adoption of a young child, as well as the possibility of modified duties or additional leave through existing policies. The first 6 weeks would be paid Parental Leave with no University-related duties for all faculty and staff. Additional leave could be obtained through the proposed policy on Modified Duties for faculty, and through the Family and Medical Leave Act (FMLA) or part-time work for staff.

The policies accomplish particular goals of the Policies Committee of the Office of Faculty Affairs (charged in relation to the ADVANCE initiative) by striving to:

- Apply to both faculty and staff employees of the University.
- Provide a workable leave structure that is appropriate for the University.
- Avoid placing any employee in the position of having to negotiate for parental leave.

- Give either parent the opportunity for leave, provided they provide more than 50% of the care of the new/young child.
- Avoid connotations of sickness and disability that are present in many family leave policies.
- Represent Maryland as a family-friendly workplace for women and men.

We recognize that these drafts are a beginning effort, and we hope that the shared-governance process will provide the mechanisms to move us forward to successful policies to support UM families.