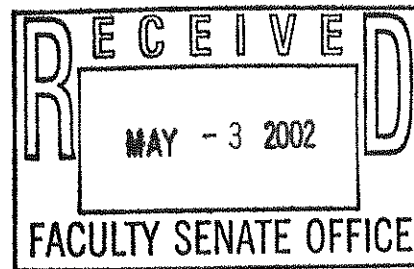


UNIVERSITY OF
Miami
FACULTY SENATE
MEMORANDUM

CDFNI



To: Donna E. Shalala, President

From: Steven Green
Chair, Faculty Senate

A handwritten signature in black ink, appearing to read "Steve", written over the name "Steven Green" in the "From:" field.

Date: 29 April 2002

Subject: Faculty Senate Legislation #2001-27(B) – Parental Leave Policy

The Faculty Senate, at its 24 April 2002 meeting, voted to approve the attached policy pertaining to parental leave.

This legislation is now forwarded to you for your action.

SG/kl

cc: Luis Glaser, Executive Vice President and Provost

Faculty Senate
325 Ashe Admin. Bldg.
Coral Gables, Florida 33124
Phone: (305) 284-3721 Fax: (305) 284-5515
<http://www.miami.edu/FacultySenate>
e-mail: facsen@miami.edu

**PARENTAL LEAVE AND WORKLOAD RELIEF
FOR FACULTY OTHER THAN MEMBERS OF UMMG**

Parental Leave

Full-time faculty holding the rank of senior lecturer, assistant professor, associate professor and professor, as well as full-time lecturers and instructors who have been employed for at least 24 months, are entitled to the following benefits related to childbirth and parenting:

1. Paid maternity leave of 8 weeks after a birth.
2. One semester of workload relief.
3. An extension of the probationary period for untenured members of the Regular Faculty of either sex following the birth or adoption of a child, in accordance with section C5.5 of the *Faculty Manual*, "Probationary Period for Regular Appointments".
4. Unpaid leave of absence for parents of either sex, in accordance with section C5.5 of the *Faculty Manual*, "Probationary Period for Regular Appointments".

Parental Workload Relief Plan

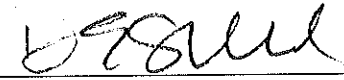
Full-time faculty holding the rank of senior lecturer, assistant professor, associate professor and professor, as well as full-time lecturers and instructors who have been employed for at least 24 months, may opt for up to one semester of workload relief from teaching and administrative duties. Responsibilities for research and research advising remain unchanged. Since workload relief is not a leave and faculty are expected to fulfill certain duties, the faculty member will receive full salary. Faculty may apply for two semesters of half relief from teaching and administrative duties. While it is expected that a semester of full relief will be routinely granted, the approval of half relief may depend on the particular needs of a department.

To qualify for workload relief, the faculty member must certify that he/she has primary responsibility for the care of a newborn infant or newly adopted child. Workload relief will be granted for the semester in which a birth or adoption takes place, or the maternity leave finishes. Should the birth or adoption occur in the final weeks of a semester or between semesters, workload relief will be the following semester. Faculty members must serve at least one year at the University following workload relief.

Departmental chairs and deans are expected to routinely approve requests for maternity leave and full workload relief.

CAPSULE: Faculty Senate Legislation #2001-27(B) – Parental Leave Policy

PRESIDENT’S RESPONSE

APPROVED:  DATE: 5-2-02
(President’s Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Provost

EFFECTIVE DATE OF LEGISLATION: _____
(if other than June 1 next following)

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____