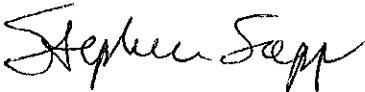




MEMORANDUM

To: Donna E. Shalala, President

From: Stephen Sapp
Chair, Faculty Senate 

Date: October 4, 2006

Subject: Faculty Senate Legislation #2006-02(B) –Modification of the Parental Leave Policy

On September 27, 2006, the Faculty Senate approved a modification to the Parental Leave Policy that adds Research Faculty to those eligible to receive this benefit, with the understanding that the change will become effective immediately upon your signature and that special arrangements may be made with individuals in certain circumstances.

The proposal is enclosed for your reference, and if approved, Faculty Manual sections C17.7 and C17.8 will be modified to reflect the change.

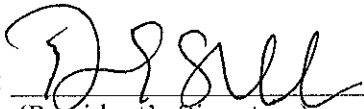
This legislation is now forwarded to you for your action.

SS/kl

cc: Thomas LeBlanc, Executive Vice President and Provost
✓ Steven Ullmann, Vice Provost for University Administration and Faculty Affairs

Faculty Senate Legislation #2006-02(B) –Modification of the Parental Leave Policy

PRESIDENT’S RESPONSE

APPROVED:  DATE: Oct 10 2006
(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): _____

1
2
3 (CLEAN VERSION)
4
5

6 FACULTY PARENTAL LEAVE AND WORKLOAD RELIEF
7

- 8 1. This policy is intended to provide additional benefits (paid and unpaid), beyond those
9 set forth in the FMLA as described below, and does not in any way diminish any
10 rights or benefits to which a faculty member may be entitled under the FMLA.
11
- 12 2. Under the Family and Medical Leave Act ("FMLA"), an eligible faculty member may
13 take unpaid leave of up to 12 weeks for the birth of the faculty member's child and/or
14 in order to care for the infant child or for a child who has been placed with the faculty
15 member for adoption or foster care. If both parents are employed by the University,
16 FMLA leave is a combined 12 week leave between both parents. Detailed
17 information regarding rights and obligations under the FMLA is available in the
18 Office of Faculty Affairs.
19
- 20 3. ~~Those who are eligible for additional benefits (beyond those provided by the FMLA)~~
21 ~~are:~~ Members of the REGULAR, LIBRARIAN and EDUCATOR FACULTY (with
22 the exception of those at the rank of Instructor and UMMG members) who hold
23 appointments of at least .50 FTE, and full-time Senior Lecturers are eligible for
24 additional benefits (beyond those provided by the FMLA) upon employment.
25 Members of the RESEARCH FACULTY and the University of Miami Medical
26 Group (UMMG), and faculty at the rank of Instructor who holding appointments of at
27 least .50 FTE, and full-time Lecturers are eligible upon completion of 24 consecutive
28 months of employment. These benefits are set out in the following paragraphs.
29
- 30 4. Eligible faculty members of either sex who certify, on a form provided by the Office
31 of Faculty Affairs, that they have primary responsibility for the care of their newly
32 born, adopted or foster child are authorized to take up to 8 weeks of *paid* parental
33 leave to run concurrently with the leave provided by the FMLA. The pay rate
34 calculated for the purpose of this paragraph will be 1) for UMMG faculty members: a
35 monthly rate equal to the average of the previous 12 months of compensation,
36 excluding bonuses and/or other allowances, or 2) for all other faculty members: the
37 monthly rate as reflected in the faculty member's salary letter.
38
- 39 5. Eligible faculty members taking parental leave as described in paragraph four who
40 have accrued sick time or vacation time may elect to apply their accrued sick time, in
41 accordance with University policy for the use of sick time and/or their vacation time
42 for up to 4 additional weeks of paid parental leave. Eligible If the faculty members,
43 other than members of the RESEARCH FACULTY, may borrow against future
44 accruals ~~does not have sufficient accrued of sick or vacation days, he/she may borrow~~
45 ~~against future accruals of these days. Members of the RESEARCH FACULTY may~~
46 ~~not borrow against future accruals of sick and vacation time.~~
47
- 48 6. Tenure earning members of the REGULAR FACULTY may request an extension of
49 the probationary period following the birth, adoption or placement of a child in

1 accordance with section C5.5 of the Faculty Manual, "Probationary Period for
2 Regular Appointments."
3

4 7. With the exception of UMMG and RESEARCH faculty, eligible faculty may opt for
5 up to one semester of workload relief from teaching and administrative duties.
6 Responsibilities for research and research advising remain unchanged. Since
7 workload relief is not a leave, faculty members are expected to fulfill certain duties
8 and will receive their regular salary. Faculty may apply instead for two semesters of
9 half relief from teaching and administrative duties; the approval of such half relief by
10 the department chair or dean is required and may depend on the needs of the
11 department.
12

13 8. To qualify for workload relief under paragraph seven, the faculty member must
14 certify, on a form provided by the Office of Faculty Affairs, that he/she has primary
15 responsibility for the care of an infant or newly adopted or placed child. Workload
16 relief will be granted for the semester in which a birth, adoption or placement occurs,
17 or a parental leave expires. Should the triggering event occur or the leave expire
18 between semesters, workload relief will be granted for the following semester.
19 Faculty members are expected to work for at least one year at the University
20 following workload relief, in accordance with the University's faculty policies.
21