



MEMORANDUM

To: Julio Frenk
University President

From: Linda L. Neider
Chair, Faculty Senate

Date: March 30, 2020

Subject: Faculty Senate Legislation #2019-73(B) – Amend the *Faculty Manual* Section C17.7
Faculty Parental Leave and Workload Relief

The Faculty Senate, at its March 25, 2020 meeting, unanimously approved to revise the Faculty Parental Leave and Workload Relief.

The proposed changes will make it easier for UM faculty members to use additional parental leave time consecutively to the time they are federally-entitled to under FMLA. In some schools at UM, faculty are facing a two-year delay when they seek additional parental leave time. The new changes will also add LECTURERS to the class of faculty members granted additional benefits and will have no effect on FMLA.

Proposed Changes in ~~strikeout~~/underline format:

BEGIN TEXT

C17.7¹ Faculty Parental Leave and Workload Relief²

1. This policy is intended to provide additional benefits (paid and unpaid), beyond those set forth in the FMLA as described below, and does not in any way diminish any rights or benefits to which a faculty member may be entitled under the FMLA.
2. Under the Family and Medical Leave Act (“FMLA”), an eligible faculty member may take unpaid leave of up to 12 calendar³ weeks for the birth of the faculty member’s child and/or in order to care for the infant child or for a child who has been placed with the faculty member for adoption or foster care. If both parents are employed by the University, FMLA leave is a combined 12 calendar⁴ week leave between both parents. Detailed information regarding rights and obligations under the FMLA is available in the Office of Faculty Affairs.

¹ [#2001-27\(B\)](#)

² [#2006-02\(B\)](#)

³ [#2011-42\(A\)](#) – approved by the faculty and the Board of Trustees, effective as of 11/27/12

⁴ [#2011-42\(A\)](#) – approved by the faculty and the Board of Trustees, effective as of 11/27/12

3. ~~All Members of the REGULAR, LIBRARIAN, and EDUCATOR FACULTY, (with the exception of those at the rank of INSTRUCTOR and UMMG members) UNIVERSITY FACULTY as well as full-time LECTURERS who hold appointments of at least .50 FTE, and full-time Senior Lecturers_ are eligible for additional benefits (beyond those provided by the FMLA) upon employment. Members of the RESEARCH FACULTY and the University of Miami Medical Group (UMMG), and faculty at the rank of Instructor who hold appointments of at least .50 FTE, and full-time Lecturers are eligible upon completion of 24 consecutive calendar⁵ months of employment.~~ These benefits are set out in the following paragraphs.
4. Eligible faculty members of either sex who certify, on a form provided by the Office of Faculty Affairs, that they have primary responsibility for the care of their newly born, adopted or foster child are authorized to take up to 8 calendar⁶ weeks of *paid* parental leave to run concurrently with the leave provided by the FMLA. The pay rate calculated for the purpose of this paragraph will be 1) for UMMG faculty members: a monthly rate equal to the average of the previous 12 calendar⁷ months of compensation, excluding bonuses and/or other allowances, or 2) for all other faculty members: the monthly rate as reflected in the faculty member's salary letter.
5. Eligible faculty members taking parental leave as described in paragraph four who have accrued sick time or vacation time may elect to apply their accrued sick time, in accordance with University policy for the use of sick time and/or their vacation time for up to 4 additional calendar⁸ weeks of paid parental leave. Eligible faculty members, other than members of the RESEARCH FACULTY, may borrow against future accruals of sick or vacation days.
6. Tenure earning members of the REGULAR FACULTY may request an extension of the probationary period following the birth, adoption or placement of a child in accordance with section C5.5 of the *Faculty Manual*, "Probationary Period for Regular Appointments."

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END TEXT

This legislation is now forwarded to you for your action.

LLN/ll/rh

cc: Jeffrey Duerk, Executive Vice President and Provost
David Birnbach, Executive Vice Provost, Faculty Affairs
All Academic Deans
Jill Ehrenreich-May, Chair, Equity and Inclusion Committee, Faculty Senate

⁵ ~~#2011-42(A) – approved by the faculty and the Board of Trustees, effective as of 11/27/12~~

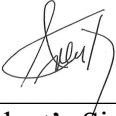
⁶ #2011-42(A) – approved by the faculty and the Board of Trustees, effective as of 11/27/12

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⁸ #2011-42(A) – approved by the faculty and the Board of Trustees, effective as of 11/27/12

CAPSULE: Faculty Senate Legislation #2019-73(B) – Amend the *Faculty Manual* Section C17.7 Faculty Parental Leave and Workload Relief

PRESIDENT’S RESPONSE

APPROVED:  DATE: 4/29/20
(President’s Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Jeffrey Duerk, Ph.D. Executive Vice President and Provost

EFFECTIVE DATE OF LEGISLATION: IMMEDIATELY
(Pending any further Board of Trustees approval)

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____