

FACULTY SENATE RESOLUTION 16-08
Parental Leave for LSU Faculty

Sponsored by Sen. Fereydoun "Fred" Aghazadeh and Lillian Bridwell-Bowles

Whereas Louisiana State University does not offer a maternity/paternity leave with pay to the faculty;

Whereas under the current policy LSU “employees may use paid leave, leave without pay, or donated voluntary shared leave (for approved recipients only) for absences from work due to childbirth, adoption or foster care placement...”;

Whereas under the current policy it takes several years of employment to accumulate adequate amount of paid leave (8 hours per month of employment¹);

Whereas a parental leave would provide parents flexibility and time to bond with their new child, adjust to their new family situation, and balance their professional obligations;

Whereas such national universities as the University of Alabama², the University of Minnesota³, the University of Florida⁴, Princeton⁵, Purdue⁶, the University of Tennessee⁷, the University of Missouri⁸, and the University of Arkansas⁹ provide their faculty with paid parental or maternity leave;

Whereas the lack of paid parental leave has a negative impact on recruitment and retention of faculty:

Therefore be it resolved that the LSU Faculty Senate hereby requests that the LSU Administration, together with adequate faculty representation, establish an appropriate parental leave policy for LSU faculty members; such a policy should

- improve the working lives of LSU faculty members through greater flexibility;
- enhance LSU’s ability to recruit and retain faculty members;
- be developed in concert with LSU faculty members, the LSU Faculty Senate, the LSU Staff Senate and Human Resource Management
- reflect best employment practices in higher education.

¹ See PS-12, Revision 7 (November 8, 2004) for the current policy; on p. 15 of that document, the rate of accrual is set at 8 hours per month for fewer than 3 years; 10 hours per month for 3-5 years; 12 hours per month for 5-10 years, and 16 hours per month for 15 or more years. A young faculty member after one year of service would only be eligible for 72 hours for a nine-month contract or 9 days, assuming no other sick days were used.

² [Universities of Alabama](#)

Guidelines for Maternity Leave for Nine Month Faculty Members

The Faculty Handbook permits paid maternity leave for nine month faculty members to cover “recovery from pregnancy, miscarriage, abortion, childbirth, and from any resulting disabilities.”

Those eligible for paid maternity leave are nine month female faculty members who are tenured, probationary, or those who have been in a temporary contract status for at least one year at the time the leave begins. These guidelines are predicated on the expectation that colleges will work with these nine month faculty to provide eight weeks of paid leave provided the baby is born during the academic year or close to the beginning of the academic year.

³ **University of Minnesota**

Paid and Unpaid Parental Leave Available

1. Eligible faculty (94xx) and P&A employees (93xx, 96xx, and 97xx):
 - A female academic employee may, upon request, take up to six weeks leave with pay related to the birth of her child. The employee need not prove actual disability during this six-week period. To the extent this leave exceeds six weeks for disability, it will be covered under the Administrative Policy: *Paid Medical Leave and Disability Benefits for Faculty and Academic Professional and Administrative Employees*.
 - A male faculty or P&A employee may, upon request, take up to two weeks leave with pay and four weeks leave without pay related to the birth or adoption of a child.
 - A female faculty or P&A employee may, upon request, take up to two weeks leave with pay and four weeks leave without pay related to the adoption of a child.

⁴ **University of Florida**

The paid parental leave is also subject to the provisions of the federal Family and Medical Leave Act (FMLA) and will count against the FMLA leave entitlement of twelve (12) workweeks during the UF fiscal year. Under FMLA and UF leave policy, the total parental leave entitlement is six (6) calendar months (the first 12 workweeks are FMLA-qualifying) beginning with the first date of absence. The six month parental leave period may begin two (2) weeks prior to the expected date of the child's arrival. Entitlement ends with the child's first birthday. Prior to the start of the leave, the employee and the supervisor must discuss the dates and terms of the leave. With departmental approval, the employee may work a reduced work schedule, as long as the dates are within the six calendar months from the first date of absence. If being used for foster care, the paid parental leave must be used within the FMLA entitlement period of twelve (12) workweeks. In addition to the paid parental leave of up to 6 weeks, the employee may also use unpaid leave, personal accrued leave, or a combination of paid or unpaid leave, so long as the total parental leave period, including the paid parental leave program, UF regulation, and the FMLA, does not exceed the six calendar months.

⁵ **Princeton**

Pregnancy, Childbirth, Parental Leave and Workload Relief for Faculty

May 2000; last revised April 2016

PARENTING LEAVES AND WORKLOAD RELIEF BENEFITS

Princeton offers faculty members the following benefits in conjunction with childbirth and parenting:

Maternity Leave

Paid short-term disability from four weeks before to six to eight weeks after birth (or more) based on medical certification that a faculty member is unable to perform her work. Benefits-eligible faculty members are expected to take advantage of this benefit. No coursework should be assigned to a faculty member during the semester she will take paid leave for childbearing, although she remains responsible for research and undergraduate and graduate advising before and/or after her leave that semester.

⁶ **Purdue**

Paid Parental Leave (PPL)

Benefit-eligible employees and benefit-eligible post-docs are eligible for paid parental leave (PPL) benefits once they are employed for at least one continuous year on at least a half-time basis.

PPL is provided to give parents flexibility and time off work to bond with their new child, adjust to a new family situation and balance professional obligations. PPL benefits are provided to an eligible employee during the first 12 months following a birth or adoption. An eligible employee may receive up to 240 hours (6 weeks) of PPL.

⁷ **University of Tennessee**

FMDA Related to the Arrival of a Child

<http://provost.utk.edu/family-leave/>

Tenured and tenure-track faculty may modify their responsibilities for up to one semester at full pay while managing the arrival of a child through birth, adoption, or foster care. These modified duties during leave would include:

- Complete teaching release for one semester
- Complete release from on-campus schedule meeting and obligations (although remote attendance may be desirable),
- Research obligations/opportunities to be negotiated.
- Other desirable and negotiated accommodations.

This right applies, regardless of gender, to the primary care-giver for pre-school-aged children. The maximum period of modified duties is one semester within twelve months of the child's arrival (even in the event of multiple birth or placement of multiple children), and modified duties for this purpose may be requested twice in the course of a career. If both parents qualify for a modified duties assignment, they may be required to use it in different semesters, especially if they reside in the same department.

Eligibility for fringe benefits during any modification in service shall be determined in accordance with the University Personnel Policy and Procedure for each fringe benefit.

⁸ **University of Missouri**

https://www.umsystem.edu/ums/rules/collected_rules/personnel/ch340/340.070_faculty_leave

Paid Family and Medical Leave:

(1) A tenured, or tenure-track, or full-time, ranked non-tenure track faculty member who is eligible for family and medical leave will be paid, up to 12 weeks, during any portion of such leave that occurs during the faculty member's normally scheduled work duties. Paid family and medical leaves cannot exceed more than two 12-week paid leaves within a six-year period. Additional leaves during any six-year period will be unpaid. However, if such faculty member is covered by another approved University vacation/sick leave policy, the provisions of such vacation/sick leave policy shall apply in determining the extent to which the family and medical leave shall be paid.

(2) Under no circumstance can a faculty member exceed 12 weeks of family and medical leave within any 12-month period unless such leave is for covered service member leave for which the maximum is described in Section 340.070.B.2.h. below. However, given that the traditional semester is 16 weeks in duration, it is important not to interrupt the teaching and learning environment of students. Therefore, any faculty member who would normally have teaching responsibilities and is returning from a family and medical leave mid-semester will not be expected to return to the classroom until the start of a new term. In order to receive pay upon the return from a 12-week family and medical leave or a 26-week covered service member leave, a differentiated work load

must be negotiated. This differentiated work load must be documented in writing and approved by the department chair, dean[1] and the provost or designee. If negotiated, the faculty member may be eligible to receive pay for the remainder of the semester.

⁹ **University of Arkansas**

Faculty Modified Work Assignment for Maternity and Paternity

The University of Arkansas, Fayetteville seeks to provide an environment conducive to meeting the holistic needs of its faculty. As such, this policy has been developed to allow faculty to seek a modified work assignment following childbirth and/or adoption.

During the academic year, a full-time (100% appointed) faculty member, who has been employed by the university for at least one (1) year, may request a modified work assignment for a period of up to six (6) weeks' maximum duration (up to 15 weeks under special circumstances), provided that the faculty member must use any available sick leave first. Faculty are reminded to report sick leave usage throughout the academic year or their employment period. The modified work assignment must be completed within the first twelve months of the time the child has joined the faculty member's family by birth or adoption. If both parents work for the University and are requesting a modified work assignment, each parent's request must specify how long the other parent is requesting to be on a modified work assignment.