

Resolution 2019-2020: Family Care Policies

Whereas, the Faculty Senate tasked an Ad Hoc Committee, consisting of volunteer faculty and administrators, to review current policies at The University of Texas at Tyler (UT Tyler) in the Handbook of Operating Procedures (HOP) related to Parental and Family Leave and make recommendations to the Faculty Senate; and

Whereas, UT Tyler has demonstrated efforts to create and maintain policies supportive of faculty having family or parental needs; and

Whereas, UT Tyler has a policy, **4.25.0 Mother-Friendly Workplace Policy**, intended to support working mothers; and

Whereas, designated facilities across campus are limited or non-existent to meet the intended outcomes of the Mother-Friendly Workplace policy; and

Whereas, UT Tyler has a parental leave policy within the **4.18.5 Authorized Leave Policy** providing parental leave standards without pay for up to 12 weeks in conjunction with or in absentia of FMLA policies; and

Whereas, parental leave policies in nearly 60% of Universities¹ have been found to include paid parental leave policies for new parents supplemental to federal Family and Medical Leave Act (FMLA) of 1993 protections; and

Whereas, maintaining policies that protect faculty following pregnancy, childbirth, and/or adoption related leave can improve the retention of faculty² (especially Female Faculty); and

Whereas, UT Tyler has an emergency leave policy within the **4.18.5 Authorized Leave Policy** providing up to three days of leave associated with family emergencies; and

Whereas, tenure-track faculty who have used parental leave during their probationary period could request an extension to the probationary period found in the UT Tyler Handbook of Operating Procedures, **3.3.3 Probationary Period F.2.a**: “No later than June 1 of the fifth year of tenure track service, a faculty member may request a one-year extension of the probationary period when personal circumstances may impede his or her progress toward tenure. Personal circumstances that may justify the extension include, but are not restricted to, disability or illness of the faculty member, status of the faculty member as a principal caregiver of a preschool child, or a disabled, elderly, or ill member of the family of the faculty member. ”; then

BE IT RESOLVED that the Faculty Senate believes current policies in the UT Tyler HOP related to Family Care are lacking and need revision to provide more support to faculty who are new parents, family caretakers, and/or working mothers.

BE IT RESOLVED that the Faculty Senate recommends the creation of an Ad Hoc committee consisting of membership (Faculty and Staff) from each of the 6 colleges, the Library, representation from staff, and the Office of Human Resources tasked to amend current HOP policies and/or write new policies addressing:

1. working-mother lactation rooms in each building across campus ;
2. the inclusion of childbirth and adoption in the extension of probationary periods;
3. the inclusion of principal caregivers to infants;
4. child care services provided with support from the institution;
5. paid parental leave available from 6 to 15 weeks;
6. a more flexible emergency leave, especially regarding the policy of 3 days leave as defined in HOP 4.18.5.D.2(a) granted for more than 3 days; and
7. automatic extensions to the probationary period for tenure-track faculty who become new parents.

¹ A research team consisting of Allison D. Morgan, Samuel F. Way, Mirta Galesic, Daniel B. Larremore, and Aaron Clauset analyzed parental leave policies of 197 universities in the US and Canada and their results can be found at <https://aaronclauset.github.io/parental-leave/>

² See article “Paid Parental Leave and Female Faculty Retention” by Nicholas G. Rupp and Lester A. Zeager (2018)