

Faculty Family Leave Policies: Selected US Research Universities

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Family and Medical Leave Act of 1993	1
Florida State University	2
University of North Carolina—Chapel Hill	3
University of Michigan.....	4
University of Pennsylvania.....	5
Summary of University Policies by Category	6

Family and Medical Leave Act of 1993¹

Table 1:

FMLA (1993)	Paid?	Length	Eligibility	When?
Leave for birth/adoption	N	12 weeks	Mothers, Fathers	Any 12 month period
Leave for care of other dependents	N	12 weeks	Mothers, Fathers	Any 12 month period

The Family and Medical Leave Act (FMLA) provides basic requirements for family leave. Under the Act, eligible employees are ensured 12 weeks total of *unpaid leave* during any 12 month period because of the birth and necessary care of a child, the placement of a child for adoption or foster care, care for a spouse, child, or parent who has a serious health condition, or for a serious health condition that makes the employee unable to perform the functions of their

¹ <https://www.dol.gov/agencies/whd/laws-and-regulations/laws/fmla>

position. This leave is taken continuously unless the employee and employer agree to an intermittent or reduced leave schedule. In order to accommodate these, employers may temporarily transfer employees to an alternative position better suited to recurring leave, with equivalent pay and benefits.

Eligibility:

The FMLA applies only to employers of over 50 employees, with eligibility limited to employees who have been employed for at least 12 months and have worked at least 1,250 hours in the prior 12 months. Florida State University, University of North Carolina Chapel Hill, University of Michigan, and University of Pennsylvania are all covered under and compliant with FMLA.^{2, 3, 4, 5}

Florida State University⁶

Table 2:

Florida State University	Paid?	Length	Eligibility	When?
Leave for birth/adoption	N	6 months	Mothers, Fathers	No more than 2 weeks prior
Paid Parental Leave*	Y	6 months	Mothers, Fathers (BOT-UFF Coverage)	Within a year
Leave for care of ill children	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)
Leave for care of other dependents	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)

*may be taken in lieu of unpaid parental leave once during the course of employment

Parental Leave:

By Florida Statute 110.221,⁷ public employees are entitled to no more than six months of unpaid leave following the birth or adoption of a child. Florida State University (FSU) allows faculty to begin taking this leave no more than two weeks prior to the expected birth or adoption of a child. This leave is available to all new parents, regardless of gender. Faculty members may also combine this unpaid lead with accrued leave balances.

FSU has a paid parental leave policy for faculty members covered by the Collective Bargaining Agreement (BOT-UFF), as well. Under this policy, faculty members may request up to six months of paid leave within a year of the date of the child's birth or placement for adoption. Faculty may use this type of leave only once during their career at FSU; and no more than one faculty member may receive paid leave for the same birth or adoption of a child. After receiving paid leave, a faculty member agrees to return for one year following the end of the leave period. The FSU Faculty Handbook does not specify adjustments may be made to promotion or tenure decisions. However, all issues related to promotion/tenure are handled with the Office of Faculty Development and Advancement.

² https://hr.fsu.edu/?page=eoc/eoc_fmla

³ <https://hr.unc.edu/benefits/leave-holidays/fmla/>

⁴ <https://hr.umich.edu/working-u-m/management-administration/additional-resources-supervisors-managers/fmla>

⁵ [https://www.hr.upenn.edu/policies-and-procedures/policy-manual/time-off/family-and-medical-leave-\(fmla\)](https://www.hr.upenn.edu/policies-and-procedures/policy-manual/time-off/family-and-medical-leave-(fmla))

⁶ <https://facultyhandbook.fsu.edu/handbook-sections/section-4-faculty-employment-policies>

⁷ http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0100-0199/0110/Sections/0110.221.html

Leave for care of ill children:

Under FMLA leave, eligible faculty may take up to 12 weeks of unpaid leave within a 12-month period to care for ill children. This leave may be taken concurrently with accrued paid leave.

Leave for care of other dependents:

Under FMLA leave, eligible faculty may take up to 12 weeks of unpaid leave within a 12-month period to care for other eligible dependents, including spouses and parents. This leave may be taken concurrently with accrued paid leave.

University of North Carolina—Chapel Hill

Table 3:

UNC-Chapel Hill	Paid?	Length	Eligibility	When?
Leave for birth/adoption	Y	Semester*	Mothers, Fathers	Within a year
Leave for care of ill children	N	52 weeks	Mothers, Fathers	Within a 5 year period
Leave for care of other dependents	N	52 weeks	Mothers, Fathers	Within a 5 year period

*For teaching faculty. Faculty without teaching responsibilities may take up to 15 weeks of leave

Parental Leave:

At the University of North Carolina at Chapel Hill (UNC-Chapel Hill), faculty members who carry teaching responsibilities and serve as the primary caretaker for a child are granted a full semester of paid leave within twelve months of the child's birth or adoption. This is upon request. Faculty members who do not carry teaching responsibilities are granted up to fifteen weeks paid leave within twelve months of the child's birth or adoption, also upon request.⁸ Leaves do not affect the timing of review for promotion or tenure.

Leave for care of ill children:

The UNC-Chapel Hill Family Illness Leave policy⁹ allows faculty to take up to 52 weeks of unpaid leave during a 5 year period to care for a seriously ill child. This illness must be certified by a health-care provider and employers may require a second opinion and a third if the first two conflict. Employees are only eligible for Family Illness Leave if their appointment is half-time or more, and they have at least 12 months of service with the State, and have been in pay status at least 1040 hours during the previous 12 months. Leave may be taken intermittently or all at once, and accrued paid leave may be applied. Upon return, employees are reinstated to the same position or one of like pay and status unless their position no longer exists, in which case employees are not entitled to reinstatement.

⁸ <https://academicpersonnel.unc.edu/faculty-policies-procedures-guidelines/leave/faculty-serious-illness-major-disability-and-parental-leave-policy/>

⁹ <https://academicpersonnel.unc.edu/faculty-policies-procedures-guidelines/leave/family-illness-leave/>

Leave for care of other dependents:

The UNC-Chapel Hill Family Illness Leave policy allows faculty to take up to 52 weeks of unpaid leave during a 5-year period to care for a seriously ill spouse or parent. The illness must be certified by a health-care provider and employers may require a second opinion and a third if the first two conflict. Employees are only eligible for Family Illness Leave if their appointment is half-time or more, and they have at least 12 months of service with the State, and been in pay status at least 1040 hours during the previous 12 months. Leave may be taken intermittently or all at once, and accrued paid leave may be applied. Upon return, employees will be reinstated to the same position or one of like pay and status unless their position no longer exists, in which case they are not entitled to reinstatement.

Faculty members may take up to sixty days of paid leave in a 52 week period to care for a seriously ill or disabled domestic partner.

The University of Michigan

Table 4:

University of Michigan	Paid?	Length	Eligibility	When?
Leave for birth/adoption	Y	6 weeks	Mothers, Fathers	Within 12 weeks of birth/adoption
Maternity Leave *	Y	6 weeks	Birth Mother	Within 12 weeks of birth/adoption
Leave for care of ill children	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)
Leave for care of other dependents	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)
*may be taken in addition to 6 weeks of paid parental leave				

Parental Leave:

The University of Michigan allows faculty up to six weeks of paid parental leave available to mothers and fathers alike. This leave must be taken within 12 weeks of a child's birth or adoption. Birth mothers are eligible to take an additional six weeks of paid maternity leave to recover from childbirth.¹⁰

Leave for care of ill children:

Under FMLA leave, eligible faculty may take up to 12 weeks of unpaid leave within a 12-month period to care for ill children. This leave may be taken concurrently with accrued paid leave.¹¹

Leave for care of other dependents:

Under FMLA leave, eligible faculty may take up to 12 weeks of unpaid leave within a 12-month period to care for other eligible dependents, including spouses and parents. This leave may be taken concurrently with accrued paid leave.

¹⁰ <https://hr.umich.edu/working-u-m/my-employment/leaves-absence/maternity-childbirth-parental-leave>

¹¹ <https://hr.umich.edu/benefits-wellness/benefits-enrollment/changing-your-benefits/life-events/leaves-absence>

University of Pennsylvania

Table 5:

University of Pennsylvania	Paid?	Length	Eligibility	When?
Leave for birth/adoption	Y	4 weeks	Mothers, Fathers (Full Time Faculty)	Within 12 months of birth/adoption
Leave for care of ill children	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)
Leave for care of other dependents	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)

Parental Leave:

At the University of Pennsylvania, both mothers and fathers are eligible for up to four weeks of paid parental leave within twelve months of the birth or adoption of a child. To be eligible for paid parental leave, the faculty member must be employed full-time, have been in the service of the university for at least 12 months, and have worked at least 1,250 hours in the 12 months before parental leave begins.¹²

Leave for care of ill children:

Under FMLA leave, eligible faculty may take up to 12 weeks of unpaid leave within a 12-month period to care for ill children. This leave may be taken concurrently with accrued paid leave.¹³

Leave for care of other dependents:

Under FMLA leave, eligible faculty may take up to 12 weeks of unpaid leave within a 12-month period to care for other eligible dependents, including spouses and parents. This leave may be taken concurrently with accrued paid leave.

A Summary of University Policies, by category, appears on the following page.

¹² <https://www.hr.upenn.edu/policies-and-procedures/policy-manual/time-off/paid-parental-leave-policy>

¹³ [https://www.hr.upenn.edu/policies-and-procedures/policy-manual/time-off/family-and-medical-leave-\(fmla\)](https://www.hr.upenn.edu/policies-and-procedures/policy-manual/time-off/family-and-medical-leave-(fmla))

Summary of University Policies, by Category

Parental Leave

Table 6:

	Parental Leave							
	Paid?	Length	Eligibility	Relation to time of birth/adoption	Paid?	Length	Eligibility	Relation to time of birth/adoption
Florida State University	N	6 months	Mothers, Fathers	No more than 2 weeks prior	Y	6 months	BOT-UFF Collective Bargaining Coverage	Within a year
UNC- Chapel Hill	Y	Semester	Mothers, Fathers	Within a year				
University of Michigan	Y	6 weeks	Mothers, Fathers	Within 12 weeks	Y	6 weeks	Birth Mother	Within 12 weeks
University of Pennsylvania	Y	4 weeks	Mothers, Fathers (Full Time Faculty)	Within 12 months				

Leave for care of ill children

Table 7:

	Leave for Care of Ill Children			
	Paid?	Length	Eligibility	When?
Florida State University	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)
UNC- Chapel Hill	N	52 weeks	Mothers, Fathers	Within a 5 year period
University of Michigan	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)
University of Pennsylvania	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)

Leave for care of other dependents

Table 8:

	Leave for Care of Other Dependents			
	Paid?	Length	Eligibility	When?
Florida State University	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)
UNC- Chapel Hill	N	52 weeks	Mothers, Fathers	Within a 5 year period
University of Michigan	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)
University of Pennsylvania	N	12 weeks	Mothers, Fathers (FMLA)	Any 12 month period (FMLA)