WHEREAS, the University Faculty Council has requested that a partially-paid family leave policy be established for full-time academic appointees, including full-time clinical faculty members and full-time librarians,

BE IT RESOLVED, that

After one year of service and with a frequency not to exceed once every three years, a full-time academic appointee is eligible for a partially-paid leave:

1. For the birth or adoption of a child by the academic appointee or the academic appointee's spouse, which leave must be concluded within twelve (12) months of the birth of the child or within twelve (12) months of the date on which the child is placed for adoption with the academic appointee.

2. For the serious health condition of the academic appointee's spouse, child, or parent, when the academic appointee is the primary or co-primary caretaker.

The partially-paid leave shall be for a period not to exceed fifteen (15) weeks or the end of the semester, whichever occurs first.

During the partially-paid leave, the academic appointee shall be paid an amount not to exceed two-thirds of the appointee's salary. Contributions to the appointee's retirement plan during this period of leave shall be based on the reduced salary actually paid.

During the period of leave, the academic appointee, other than a librarian or a clinical faculty member, is relieved from teaching duties while continuing research, creative work and service activities. Upon return to regular duties, the academic appointee shall not be required to assume a heavier teaching load than normal. The continuing duties of a librarian or of a clinical faculty member during the period of leave shall be negotiated by the academic appointee and the dean of the academic appointee's school or designee of the dean, and said continuing duties shall approximate the proportion of salary received during the leave. Upon return from leave, a librarian or clinical faculty member shall not be required to assume more duties than usual.

Each campus chancellor shall appoint a panel of faculty and administrators to approve leaves requested pursuant to the terms of this policy and to ensure that the leaves are in compliance with this policy.

The portion of salaries and benefits that are not paid to the academic appointees who receive leave pursuant to this policy shall create a funding pool to hire temporary replacements as
necessary. The campus shall determine whether the funding pool is campus-wide or in some cases school-wide.

Leave taken pursuant to this policy shall count as all or part of the federal Family and Medical Leave Act requirements.

This policy is effective until June 30, 2008. At that time it will be reviewed and may be renewed by the affirmative action of the Board of Trustees upon the recommendation of the faculty and administrators of the University.