**RESOLUTION on Changes to the Faculty Parental Leave Policy**

**Approved by the Faculty Congress**

**April 10, 2014**

WHEREAS Villanova University has generally been very family-friendly in practice with regard to new parent faculty;

WHEREAS official policy in the *Faculty Handbook* and on the Human Resources web page appears less progressive; and

WHEREAS the official policy could negatively impact the University’s image, deter potential hires, and generate anxiety for expectant parents;

Be it RESOLVED that the Faculty Congress requests the VPAA to adopt changes to the faculty parental leave policy, as outlined in the attached document, that include an official “floor” closer to current practice and administrative procedures to facilitate negotiating and arranging faculty parental leaves; or to establish a task force—including appropriate administrators and faculty members nominated by Faculty Congress—to convene in the fall of 2014 to explore how to implement these recommendations, broadly interpreted.

(*Please see next page for appendix with background from Employment Issues Committee)*

**Villanova University EIC Proposal – Changes to Faculty Parental Leave Policy**

4/7/2014

**Preamble**

In practice, Villanova University has generally been very family-friendly with regard to new parent faculty, providing paid leaves and making necessary accommodations in teaching loads, schedules, tenure clocks, etc.  Official policy in the *Faculty Handbook* and on the Human Resources web page, however, appears less progressive.[[1]](#footnote-1) This could impact the University’s image, deter potential hires, and generate anxiety for expectant parents.  This document proposes an official “floor” that is closer to current practice at Villanova to improve the University’s external communications and to provide a measure of certainty for expectant parents.  Given the wide variety of individual and departmental situations, we do not propose a policy which spells out arrangements in all cases.  Rather, the policy indicates what faculty are entitled to but does not preclude other, mutually acceptable arrangements that might be worked out between a faculty member and their department chair and/or dean.

**Benefit Changes**

1. Provide 12 weeks paid leave for full-time faculty who are primary caregivers of newborns or newly adopted children.

2. Make full-time faculty members eligible for parental leave from the start of their active employment as full-time faculty at Villanova.

**Procedures**

1. Each college should establish a “point person” for faculty to contact regarding parental leaves. This function should be at the college level rather than within HR; given the nature of the work of full-time faculty, parental leaves involve many factors that go beyond the purview of the Human Resources Department.

2. Full-time faculty seeking parental leaves should first contact the designated point person in their Dean’s office. This point person will explain the baseline policy, advise the faculty member to discuss the planned leave with their department chair (or relevant administrator in Nursing), and direct the faculty member to HR.

1. Full-time faculty accrue 30 days paid sick leave each year up to a maximum of 90 days. <http://www1.villanova.edu/villanova/hr/policies/university/leavesofabsence/sickleave.html>

For full-time faculty employed a year or more, up to 6 weeks of accrued sick time (30 days) can be used to collect pay during parental leave which may be up to 12 weeks (paid and unpaid).

<http://www1.villanova.edu/villanova/hr/policies/university/leavesofabsence/fmla.html> [↑](#footnote-ref-1)