

BOARD OF TRUSTEES

THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

December 4, 2015

ACTION ITEM: Proposed Revision to the *Policy on Extended Illness, Disability, and Family Leave for Faculty (Other Than Twelve-Month)*

BACKGROUND INFORMATION:

Over the past year, the Faculty Senate's Committee on Faculty Professional Development, Compensation, and Welfare has worked to revise the [*Policy on Extended Illness, Disability, and Family Leave for Faculty \(Other Than Twelve-Month\)*](#), conducting a thorough examination of applicable policies of all of the universities in our state system. Our current policy allows 60 days of parental leave with salary continuation, and is less generous than the nine UNC System institutions which permit paid leave of up to one full semester. In addition, the current policy requires that faculty who are granted leaves must negotiate an extension of the tenure clock with the department head and dean. The financial burden for covering teaching responsibilities of faculty who are granted leaves rests solely on the departments, who may not have the financial resources to cover these costs.

The revised policy has been endorsed by the Chancellor, Provost, and deans. The result is a concise policy document that:

- Offers the ability for an eligible faculty member to receive salary continuation for up to a full semester or a minimum of 12 consecutive weeks over two semesters (inclusive of academic breaks), within twelve months of the birth, adoption, or foster care placement of a child, for leave that occurs during periods when the faculty member is under contract;
- Grants a one-year extension of the tenure clock and delays post-tenure review by one year; and
- Requires the costs for replacement instruction to be shared equally by the Provost and Dean.

RECOMMENDED ACTION:

It is recommended that the Board of Trustees of The University of North Carolina at Greensboro approve the proposed changes to the *Policy on Extended Illness, Disability, and Family Leave for Faculty (Other Than Twelve-Month)*.



Dana Dunn
Provost and Executive Vice Chancellor