

Comparison of Faculty Serious Illness and Disability Policy Provisions at other UNC Institutions

<u>Institution:</u>	<u>Parental Paid Leave</u>	<u>Paid Leave for Serious Illness</u>	<u>Timing of Leave</u>	<u>Time available to 9-month faculty</u>	<u>Responsibility for funding leave</u>
UNC-CH	Full Semester (15 weeks)	60 calendar days	"within 12 months"	year-round, not restricted (http://hr.unc.edu/EPA-Data/Faculty/facserillness)	Not specified
ASU	12 weeks	same as parental	"within a 12-month following birth/placement"	not restricted (www.hrs.appstate.edu/benefits/leave/fmla.php)	Not specified
UNC-W	12 weeks	same as parental	"completed within 12 months of birth/adoption"	not restricted	Dean
(http://www.uncwil.edu/policies/documents/08.227_Faculty_Disability_and_Family_Medical_Leave_Salary_Continuation_PolicyAug07.pdf)					
UNC-C	Up to 12 weeks or one academic semester	same as parental	"immediately following birth or placement"	not restricted (http://legal.uncc.edu/policies/ps-46.html)	Provost
UNC-Asheville	Up to one semester	same as parental	"leave period begins with first day of absence"	not restricted (http://www2.unca.edu/aa/handbook/4.htm#4.2.1.2)	VC for Academic Affairs
NCSU	60 calendar days	same as parental	not specified	not restricted (http://www.ncsu.edu/policies/employment/leave/POL05.30.1.php)	Dept Chair/Dean
UNC-G	60 calendar days	same as parental	"during first year of care following birth/placement"	not restricted (http://provost.uncg.edu/documents/personnel/extillness.pdf)	Dept Chair/Dean
Western Carolina	60 calendar days	same as parental	not specified	not restricted	Provost (http://www.wcu.edu/25363.asp)
<u>*Proposed for ECU</u>	12 weeks	same as parental	"day of qualifying event"	restricted to period of 9-month contract	Dept. Chair

Observations:

- *We are in line with most at 12 weeks, although UNC provides 15 and UNCC and UNCA provide up to a semester. We are the only institution to grant additional 21 paid days to secondary caregiver.
- *However, we will be the only university proposing to prohibit 9-month faculty from taking leaves for events occurring in the summer
- *ECU and UNC will be the only university restricting timing of leave to date of qualifying event or birth/adoption although UNCC allows up to one semester.
- *We will be the only university placing the full financial responsibility for funding leaves on the department/unit chair

The preamble to the policy at UNC-A is the best statement of a positive philosophy to guide a generous benefit policy. We should consider similar language as an indication of similar philosophies:

Members of the UNCA faculty entitled to benefits may apply under this policy for up to a semester off with full pay. While brief absences from faculty duties, including teaching, can usually be accommodated informally, those that involve prolonged illness and/or disability can result in significant burdens to colleagues, especially in small departments. Furthermore, the faculty person who must call upon that assistance may face uncertainties and discomforts concerning the employment situation at a time of great personal stress. This policy is designed to overcome these difficulties in a manner consistent with The Family Leave and Medical Act, The Code of The University of North Carolina and The Regulations on Academic Freedom, Tenure and Due Process of The University of North Carolina at Asheville