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## Fair Family Leave Policy

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## **Faculty Senate Resolution Calling for a Fair Family Leave Policy**

**WHEREAS**, the length of the University's family and medical leave policy is the minimum allowed under federal and state law;

**WHEREAS**, the current University policy discriminates against married parents by prohibiting both from taking leave for care of a newborn;

**WHEREAS**, a large research literature shows adequate and compensated leave for birth/adoption/or foster placement of a child benefits the child, parents, and the career success of the parents;

**WHEREAS**, compensated leave for birth/adoption/or foster placement of a child is limited to six weeks, or what is medically required, with no consideration for parent-child bonding or mental health of the parents;

**WHEREAS**, the leave policy fails to consider the nature and structure of instructional faculty work;

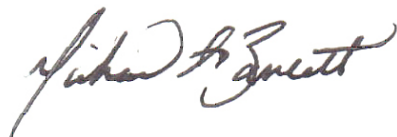
**WHEREAS**, the University does not offer on-campus infant childcare;

**WHEREAS**, many public research universities in the United States offer childbirth accommodation policies that include mandated teaching relief for mothers and/or fathers that span one semester or more;

**LET IT BE RESOLVED**, that the Senate of the Faculty of the University of Mississippi calls on the University of Mississippi and the Board of Trustees of the State Institutions of Higher Learning to seek an amendment to state code allowing for a policy that provides ample, non-discriminatory, and compensated leave for mothers and fathers after the birth/adoption/or foster placement of a child.

**RESOLVED**, this the 17<sup>th</sup> day of March 2015.

THE SENATE OF THE FACULTY



Michael Barnett

Chair of the Faculty Senate