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## Transparent Leave Policy

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## **Faculty Senate Resolution Calling for a Transparent Leave Policy**

**WHEREAS**, the University follows the mandated Federal Family and Medical Leave Act (FMLA) and State of Mississippi Code Ann. § 25-3-95 regarding leave policies;

**WHEREAS**, these policies do not cover other aspects of possible leave;

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

**WHEREAS**, employees needing to take FMLA leave (new parents, ill family members, etc.), especially untenured faculty, can feel pressure not to take leave or take shortened leave because of department and school instructional needs;

**WHEREAS**, the type, extent and nature of duties assigned at the end of leave is at the discretion of department chairs and deans with no written guidelines or policies, and thus varies widely;

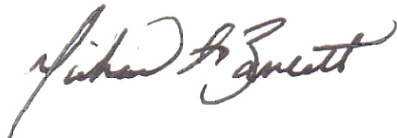
**WHEREAS**, the Department of Human Resources has published no guidelines, materials, or other information regarding leave policies and procedures beyond a simple description of the FMLA and MS code ann. § 25-3-95;

**WHEREAS**, other public research universities in the state have published extensive and clearly defined leave policies;

**LET IT BE RESOLVED**, that the Senate of the Faculty of the University of Mississippi calls for a revision of leave policies to be more transparent and structured to consider the scope and nature of faculty work.

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

THE SENATE OF THE FACULTY

A handwritten signature in dark ink, appearing to read "Michael Barnett", written in a cursive style.

Michael Barnett

Chair of the Faculty Senate