

Request for Action Salary and Benefits Committee 07-08-Parental Leave Policy Recommendation

Presidential Response: September 28, 2009

The Salary and Benefits Committee after doing research presented their report and conclusion to the senate: *Implementing a parental leave policy that is clear and expands somewhat beyond the FMLA requirements will put UNR in a desirable competitive position relative to its peer institutions. It will contribute to attract quality junior faculty who are interested in work-life balance – a need that clearly has been responded to by elite institutions. In addition, having a fair and consistent policy to address parental leave will have a positive impact on retention of quality faculty members.*

There was discussion among the senators regarding whether or not this was the right time to recommend implementation or if they should wait until the budget crisis has passed.

The proposed policy is located at the following link:

<http://www.unr.edu/facultysenate/meetings/08-09/agendas/PLP08.pdf>

President's Response: Disapproved.