

From: Harriet Hopf

Sent: Friday, August 17, 2018 5:56 PM

To: Thomas Richmond <t.richmond@utah.edu>

Cc: Jane Laird <Jane.Laird@utah.edu>; Robert Flores <robert.flores@law.utah.edu>

Subject: Task Force on CL Faculty Parental Leave Policy

Dear Tom,

I write to request that the Academic Senate Executive Committee convene a Task Force to develop and propose a Career-Line Faculty Parental Leave Policy. Tenure-line faculty across the university already have access to parental leave (Policy 6-315 and SOM Policy 8-002), while career-line faculty are only eligible for parental leave by policy in the School of Medicine. HR plan to roll out a parental leave policy for staff in January 2019. The final, endorsed report of the Academic Senate Career-Line Task Force recommended:

Career-line faculty should be eligible for Faculty Parental Benefits. A Task Force should study and develop a proposal for a Faculty Parental Benefits policy or policies, applicable for full-time Career-line faculty members, modeled on those provided in University Policies 6-315 (all colleges except Medicine) and 8-002 (Medicine). The School of Medicine policy includes Career-line faculty and this could be used as a model for other colleges as well.

The charge of the Academic Senate Career-Line Parental Leave Task Force would be to study the potential academic, budgetary, equity, individual, and other considerations and develop a proposed Career-Line Parental Leave Policy (or, potentially, policies) for presentation to the Academic Senate.

The committee should include both tenure-line and career-line faculty from across the university. It would be useful to have some members from the SOM, where there is experience with parental leave for career-line faculty members. It would also be useful to have at least a few members of the original Career-Line Task Force to provide context.

.

Regards,

Harriet

Harriet W. Hopf, MD
Interim Associate Vice President for Faculty

University of Utah
Park Building Room 308
Salt Lake City, UT 84112
Phone: 801-581-8763
E-mail: harriet.hopf@hsc.utah.edu