

To: UFC

From: Alex Tanford, Chair of Policy Review Committee

Date: December 1, 2020

Re: ACA-47 and related policies on leaves for academic appointees

A. The UFC Policy Review Committee has reviewed ACA-47, Sabbatical Leaves for Faculty and Librarians; ACA-46, Vacation for Twelve-Month Academic Appointees; ACA-48, Leave without Pay for Academic Appointees; ACA-49. Other Leaves and Absences for Academic Appointees; and ACA-50, Paid Family Leave for Academic Appointees, and finds:

1. These policies were enacted as long ago as 1942. Most are from the 1970s.
2. These policies generally said little about the procedures to be used to implement them.
3. It was confusing to have leave policies in 5 different places because they overlap. E.g., an academic appointee considering a leave upon the birth of a child might need to look at both family-formation leave and leave without pay, and also whether the leave delays eligibility for their next sabbatical. They have been consolidated into one location.
4. The UFC has shared legislative authority with the administration over benefits.
5. The portions of current policies which have previously been approved by the Trustees have not been changed in substance.
6. Policies on medical and family leaves needed updating to reflect current law.

B. The policy update proposal has been circulated for comment.

The amendment was developed by a working group of faculty and administrators led by Rachel Applegate, former co-chair of the UFC, in consultation with the university chief policy officer and university counsel. The policy was discussed and approved by the Policy Review Committee, and has been circulated to campus academic affairs officers, UFC co-chairs, and campus council presidents.

C. The Committee moves that the UFC take the following actions:

1. Approve the amended policy ACA-47, retitled as Leaves for Academic Appointees, as set forth in the separate document accompanying this motion.
2. Approve the transfer of the content of current leave policies to ACA-47 as follows:
 - a. ACA-46 (vacation for 12-month appointees) to ACA-47 § F.
 - b. ACA-47 (sabbaticals) to ACA-47 § G.
 - c. ACA-48 (leave without pay) to ACA-47 § E.
 - d. ACA-49 § A (military leave) to ACA-47 § H.
 - e. ACA-49 § B (jury/witness duty) to ACA-47 § I.
 - f. ACA-49 § C (sick leave) to ACA-47 § A.
 - g. ACA-49 § D (pregnancy and child-bearing leave) to ACA-47 § B.
 - h. ACA-50 (family leave) to ACA-47 § C.