

Post-Work/Life Event Policy Report

The focus of the October 16, 2009 work/life event was family leave (including maternity and paternity leaves), tenure-clock extension, and childcare concerns, policies, and programs. The objectives of the workshop were the following:

1. Create a space for discussion of work-family issues and Purdue's policies
2. Obtain information on faculty aspirations and concerns; on what has worked and what has not; and on how Purdue's policies may be improved

Discussions with Purdue faculty and staff add rich insights into how the policies are working to promote a family-friendly environment, or how they can be improved.

This report is a brief summary of Purdue's work-family policies. By integrating this information with the insights gathered at the work/family events, we can obtain a sense of "best practices" for a healthy work/family environment, with a view toward submitting recommendations in the coming year.

FMLA http://www.purdue.edu/business/Executive_Memoranda/C/c-30.html

Under Executive Memorandum C-30 (1993), Purdue's Family Leave policies follow the FMLA requirements by allowing 12 weeks of leave for eligible faculty for the purposes of:

- a serious health condition that makes an employee unable to perform one or more of the essential functions of their job, as certified by their health care provider;
- birth of a child;
- placement with them of a child for adoption or foster care (including related court appearances, consultations with attorneys, and counseling sessions);
- caring for a child during the first 12 months following birth or placement;
- caring for a spouse, child, or parent with a serious health condition, as certified by the family member's health care provider.

An eligible employee must have been employed for 12 months or worked 1,250 hours during the previous 12-month period.

Paid Parental Leave Policy

http://www.purdue.edu/policies/pages/human_resources/iv_10_3.html

Purdue implemented a Paid Parental Leave Policy effective October 1, 2008. This policy was put in practice "to give parents additional flexibility and time to bond with their new child, adjust to their new family situation, and balance their professional obligations" (Paid Parental Leave Policy, IV.10.3, 2008). The purpose of the policy is to retain and attract "the brightest faculty members".

To be eligible, the employee must be employed for one continuous year half-time or more in a benefits-eligible position. Paid Parental Leave does not affect other eligible family leave when taken for the purpose of recovery from birth; and/or bond with a newborn or newly adopted child under 18.

To ensure gender equity, the policy is eligible for both parents, along with same-sex partner provisions. The notable gender difference, however, is the amount of paid hours. The birth mother may receive up to 240 hours paid leave. Other eligible employees receive 120 hours paid

parental leave. Paid leave is 100% of straight-time, regular pay if taken within the first 12 months following birth or adoption.

Tenure-Clock Extensions

http://www.purdue.edu/provost/shtml/doc_and_forms/Tenure_policy_stoptheclock_.pdf

University Senate Document 91-2 (2007) sets forth clarification and consistency of what constitutes justifiable tenure-clock extensions or stopping the tenure-clock as implemented in Executive Memorandum, B-48 (1991). Tenure-clock extension is automatic for a one-year period for the birth of a child or adoption. This provision applies to both parents. Other conditions for tenure-clock extensions must be deemed justifiable by the Provost. Justifiable conditions include, but are not limited to: severe illness, disability, or care-giving of a family member.

Childcare <http://www.purdue.edu/hr/Childcare/Welcome.html>

Childcare information is easily accessible by either searching childcare or going from the “faculty/staff/retirees” link on Purdue’s homepage to the WorkLife Programs website. On campus, Purdue has two childcare centers and two preschools. The childcare centers allow infants as young as six weeks old. These centers base childcare fees on family income and age of the child. Fees range from \$125 to \$289 per week. Infant care (6 weeks to 2 years old) is the most expensive for both centers. The Patty Jischke Early Care and Education Center bases weekly rates on a five tier income system. The Jischke Center is open year-round from Monday through Friday from 7:00 a.m. to 6:00 p.m. The Ben and Maxine Miller Child Learning Center bases monthly rates on a two tier income system. Tier one cut off is \$60,000 annual income of family. This center is open year-round from Monday through Friday at 7:30 a.m. to 5:30 p.m.

The Child Development Laboratory Preschool bases tuition by semester. Rates are based on the age of the child. For children two to three and a half years, the tuition is \$1,462. For children three and a half to five years, the tuition is \$1,024. Classes are offered for the academic year for the hours of 8:15 a.m. to 4:30 p.m. However, the Development Laboratory offers a seven week summer program for a fee of \$511.

The Purdue Village Preschool opens admission to Purdue Village residents first. If classes are not full, faculty are allowed to apply. Cost varies by days attended and whether the parents are residents or faculty. Attendance for 3 days for residents ranges from \$78 to \$90 per week. For faculty, tuition ranges \$89 to \$105. For five days of attendance, tuition ranges for residents \$123 to \$150, and for faculty \$148 to \$175. A material fee varies for each facility. The Purdue Village facility offers either morning or afternoon classes during the academic year and summer session, and is open from 8:30 a.m. to 5:15 p.m.

Valentine M. Moghadam
ADVANCE-Purdue Co-PI
moghadam@Purdue.edu

Mary Burbrink
ADVANCE-Purdue RA
mjburbri@purdue.edu