UMD ADVANCE
Program for Inclusive Excellence

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Work and Family Policies at the University of Maryland:

Parental Leave & Modified Duties
Tenure Delay
Part-time Tenure Track Appointments
Family Care Resource and Referral Service
UMD Leave Package

12-month faculty:
• 22 days of paid annual leave
• Sick leave accrues at 1.25 days/month
• Three days of personal leave per year
• Fifteen paid University holidays

9.5-month faculty:
• Sick leave accrues at 1.25 days/month
• Fifteen paid University holidays

Family & Medical Leave

• Eligibility: All faculty, employed >12 months
• 60 days job-protection
• Use any available paid leave 1st (annual, sick, personal); then unpaid
• Variety of circumstances: serious illness, need to care for family member, birth, adoption
• Eligible spouse/partner may also take F&M
Family & Medical Leave

- Benefits may be continued during unpaid leave – must arrange to pay employee’s contribution
- No accrual of sick or annual leave during unpaid leave
- Request leave 30 days prior to start of leave, when possible; provide documentation
- Approved by Provost
- May take on intermittent or reduced schedule

Parental Leave & Family Supports

- Eligibility:
  - TTK/non-TTK faculty of ≥ 50% FTE
  - employed for 1 semester (instructional faculty) or 6 months (non-instructional faculty)
- 8 weeks paid leave
  - Must be charged to any annual/personal/sick/collegial leave first
  - Remainder supplemented by the institution
- No work duties required during this 8 weeks
Parental Leave & Family Supports

- Timeframe: 6 month prior to, and up to 12 month following birth/adoption
- Faculty parents may take accrued paid leave concurrently; any institutionally-funded leave taken while primary care-giver (>50% care)
- May take 8 weeks childbirth/adoption leave once per year; twice total
- 8 weeks counts toward 60 days F&M per calendar year

Modified Duty Family Support Plan

- MOU for duty reduction developed in collaboration w/chair, dean; may include:
  - Release from classroom teaching and service for one semester; concurrent with parental leave period
  - Other duties (research, grad student advising) must be maintained
  - Shall not be required to “make up” teaching or service later
Modified Duty Family Support Plan

• Non-teaching faculty
  – Modified duties period of up to 6 weeks in addition to 8 weeks of leave
  – Subject to limitations of funding agency

• Faculty spouse/partners
  – Modified duties available to both, sequentially
  – Modified duties must be concluded w/in 12 months post–birth or adoption

Lactation Facilities

• Campus is required to provide a private space where nursing mothers may express milk

• Common use Locations now available:
  – School of Public Health – room 2242 (x52437)
  – Clark School – room 1131 Martin Hall (x53863)
  – McKeldin Library – room 4235 (x59251)
  – Student Union – room 2103 (main info desk)
  – Coming soon – Cole Field House
  – Coming soon – The Diner
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Stop the Clock: Tenure Delay for Childbirth/Adoption

- Eligibility: All faculty, immediately
- Faculty spouse/partner also eligible
- **Automatic one-year extension**
- Paperwork: *Notification of Delay of Mandatory Tenure Review Due to Childbirth or Adoption*
- May receive a second automatic extension (but no more than 2 total)

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Part-Time Status for Tenured/Tenure Track Faculty due to Childrearing

- Eligibility: from the time of hire
- TTK faculty spouse/partner also eligible
- Circumstances: Prepare/care for a newborn, or child placed in the home via adoption or foster care
- Length of part-time appt.: Minimum of one semester, Maximum of two years
Part-Time Status for Tenured/Tenure Track Faculty due to Childrearing

- 1 year delay for part-time TTK faculty at 50% FTE
- Requests submitted to dept. chair/unit head, MOU drawn up and submitted to dean, approval by Provost.
- Can Stop-the-Clock and Part-Time be combined?
  Yes. Tenure-track faculty may receive a one year delay for childbirth/adoption, and an additional delay due to part-time status. (2 year delay total)

Family Care Resource and Referral Service

- Experienced consulting company hired by UMD
- Eligibility: All faculty, staff and students
- Fees: None
- Services: Childcare, selection, eldercare, evaluation, legal and financial resources, etc.,
- Partners with other on-campus entities to sponsor events such as the Summer Camp Resource and Information Fair