

FACULTY SENATE RESOLUTION 22.01

Paid Parental Leave for LSUHSC Employees

*Sponsored by Senator Jennifer Cameron, PhD, and Drs. Michelle Moore and Navya Nair,
Women's Affairs Committee of the School of Medicine*

WHEREAS Chancellor's Memorandum CM-11, "Guidelines on Employment and Leave Relating to Pregnancy and Childbirth" (1986)¹ prescribes the use of sick and/or annual leave for women who give birth, and constitutes the entirety of the LSUHSC policy for parental leave;

WHEREAS CM-11 fails to establish a clear distinction between leave for illness or disability and leave for the purposes of family bonding and infant and maternal health and wellness; fails to recognize the importance of the non-birth parent in the family structure; and fails to make allowance for non-traditional family structures such as same-sex parents and adopting parents;

WHEREAS research studies have documented substantial positive impacts of paid parental leave on infant attachment, development and wellness while also positively impacting maternal health and wellness²⁻⁵;

WHEREAS national medical societies endorse paid parental leave policies, including the American Academy of Pediatrics, the American College of Obstetricians and Gynecologists, the American College of Surgeons, and the American Medical Association;

WHEREAS the lack of a Paid Parental Leave policy:

- Deters faculty under recruitment who are starting or growing their family;
- Creates hardships for employees who must take unpaid leave, and puts undue pressure on those employees to choose between work and family obligations;
- Creates disparities in leave benefits for faculty/staff in comparison to trainees and fellows supported through extramural programs, such as NIH funded training grants⁶, that endorse parental leave policies; and
- Is incongruent with the practices of other peer-group institutions, including institutions across the southern region (e.g., Emory University, the Universities of Alabama-Birmingham, Arkansas, North Carolina-Chapel Hill, Tennessee, and Tulane University) which offer paid parental leave (see appendix);

BE IT RESOLVED THAT the Faculty Senate of LSUHSC endorses the development and implementation of a Paid Parental Leave policy to be included as a separate leave benefit for faculty and staff of LSUHSC. This policy should be:

- Fair and equitable, such that it applies to employees regardless of professional appointment, age or gender, includes employees in both traditional and non-traditional families, and includes both biological and adoptive parents;
- Developed in consultation with members of the faculty and staff of LSUHSC;
- Consistent with the policies and practices of LSUHSC peers in health science higher education as well as agencies and partner institutions affiliated with LSUHSC.

Citations

1. <https://www.lsuhscc.edu/administration/cm/cm-11.pdf>
2. Jou J, Kozhimannil KB, Abraham JM, Blewett LA, McGovern PM. Paid Maternity Leave in the United States: Associations with Maternal and Infant Health. *Matern Child Health J.* 2018 Feb;22(2):216-225. doi: 10.1007/s10995-017-2393-x. PMID: 29098488.
3. Van Niel MS, Bhatia R, Riano NS, de Faria L, Catapano-Friedman L, Ravven S, Weissman B, Nzodom C, Alexander A, Budde K, Mangurian C. The Impact of Paid Maternity Leave on the Mental and Physical Health of Mothers and Children: A Review of the Literature and Policy Implications. *Harv Rev Psychiatry.* 2020
4. Dagher RK, McGovern PM, Dowd BE. Maternity leave duration and postpartum mental and physical health: Implications for leave policies. *J Health Polit Policy Law.* 2014;39:369–416.
5. Gault B, Hartmann H, Hegewisch A, Milli J, Reichlin L. Paid Parental Leave in the United States: What the Data Tell Us About Access, Usage, and Economic and Health Benefits. 2014 Washington, DC: Institute for Women's Policy Research
6. <https://grants.nih.gov/grants/guide/notice-files/not-od-16-105.html>

Appendix: Examples of Institutions with Paid Parental Leave Policies

1. Federal Government: <https://www.doi.gov/sites/doi.gov/files/paid-parental-leave-faq-9-22-20-508-compliant.pdf>
2. The state of Kansas <https://governor.kansas.gov/wp-content/uploads/2021/07/EO-21-24-Parental-Leave-Executed.pdf>
3. The state of Missouri <https://www.sos.mo.gov/CMSImages/Library/Reference/Orders/2017/17-09.pdf>
4. The state of Georgia <https://legiscan.com/GA/text/HB146/2021>
5. Arizona State University: <https://provost.asu.edu/academic-personnel/parental-leave>
6. University of Alabama – Birmingham https://www.uab.edu/humanresources/home/images/Parental_Leave_Examples_-_24May16.pdf
7. University of North Carolina at Chapel Hill <https://hr.unc.edu/benefits/leave-holidays/paid-parental-leave/>
8. University of California San Francisco <https://facultyacademicaffairs.ucsf.edu/faculty-life/family-friendly-policies-and-resources/Childbearing-Leave-Fact-Sheet.pdf>
9. Tulane University <https://hr.tulane.edu/leave-management/parental-leave>
10. Columbia University: <https://www.vagelos.columbia.edu/about-us/explore-vp-s/leadership-and-administration/academic-affairs/policies-tools-and-resources/cuimc-faculty-parental-leave-policy>
11. University of Michigan: <https://hr.umich.edu/working-u-m/my-employment/leaves-absence/maternity-childbirth-parental-leave>
12. Duke University <https://hr.duke.edu/benefits/time-away/paid-parental-leave>
13. University of Pennsylvania https://www.hr.upenn.edu/docs/default-source/benefits/paid-parental-leave-brochure.pdf?Status=Temp&sfvrsn=49818f56_6
14. Christiana Care <https://news.christianacare.org/2019/09/christiana-care-announces-paid-parental-leave-benefit-for-employees/>
15. Massachusetts General Hospital www.massgeneral.org/faculty-development/work-life/parental-leave-program
16. Emory University <https://hr.emory.edu/eu/benefits/faculty-staff/paid-parental-leave/index.html>
17. University of Illinois <https://www.hr.uillinois.edu/leave/parental>
18. University of Tennessee <https://universitytennessee.policytech.com/dotNet/documents/?docid=807&public=true>
19. University of Arkansas <https://hr.uark.edu/benefits/leave/parental-leave.php>
20. University of New Mexico <https://hr.unm.edu/parental-leave>
21. University of Colorado <https://www.cu.edu/employee-services/paid-parental-leave-policy-faq#:~:text=The%20University%20of%20Colorado's%20Paid,campus%20HR%20office%20for%20details.>
22. Indiana University <https://policies.iu.edu/policies/hr-05-65-paid-parental-leave/index.html#:~:text=An%20eligible%20staff%20employee%20will,newborn%20or%20newly%20adopted%20child.&text=An%20eligible%20staff%20employee%20may,their%20career%20at%20Indiana%20University.>
23. Ohio University <https://www.ohio.edu/hr/benefits/parental-leave>
24. Ohio State University <https://hr.osu.edu/wp-content/uploads/policy627.pdf>
25. University of Virginia <https://provost.virginia.edu/academic-policies/planning-parental-leave>