

**WHEREAS IMPROVED PARENTAL LEAVE POLICIES WILL:**

- **Support gender equity in the workplace, as UF's current parental leave policies are among the factors leading to women's lower rate of representation in higher academic ranks, with women leaving the university at a higher rate than men and, as of Fall 2017, constituting only:**
  - 10% of Distinguished Professors;
  - 24% of Full Professors, and;
  - 35% of Associate Professors.
  
- **Enhance childhood development, as:**
  - Generous paid parental leave policies are strongly associated with reduced infant mortality rates<sup>1</sup>;
  - Working mothers in the US who had access to paid leave showed a reduction in low birth weights<sup>2</sup>;
  - The incidence of breastfeeding increased for those who had access to paid leave<sup>3</sup>;
  - Longer parental leave results in higher quality attachment relationships between infants and their parents, which can mitigate the impact of stress and help develop learning foundations, positive relationships, and self-control,<sup>4</sup> and;
  - Leave time facilitates the early detection of potential developmental delays at a time when problems can be most effectively addressed and interventions identified.<sup>5</sup>
  
- **Improve physical and mental health of both UF employees and their children, as:**
  - Short or nonexistent paid parental leave can significantly challenge working parents, increasing domestic conflict and compromising their ability to maintain health-protective behaviors, such as sleep and exercise, during a period marked by:
    - Heightened stress<sup>6</sup>;
    - Vulnerability to mood disorders<sup>7</sup>;
    - Changes in physical health, including weight gain,<sup>8</sup> and;
    - Changes in immune and inflammatory function.<sup>9</sup>
  - Mothers who took fewer than 12 weeks of leave experience increased postpartum symptoms of depression.<sup>10</sup>

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<sup>1</sup> Stearns, 2015 (J of Health Economics; Rossin, 2011 J of Health Economics; Korneind & Sipsma, 2018 Womens Health Issues; Huang & Yang, 2015 Economics and Human Bio).

<sup>2</sup> Ibid.

<sup>3</sup> Ibid.

<sup>4</sup> Plotka & Busch-Rossnagel, 2018, J.of Child Care & Education Policy; ZERO TO THREE, report December, 2018; Carneiro, Loken, and Salvanes, 2011. <https://www.zerotothree.org/resources/204-the-child-development-case-for-a-national-paid-family-and-medical-leave-program>

<sup>5</sup> Stearns, 2015 (J of Health Economics; Rossin, 2011 J of Health Economics; Korneind & Sipsma, 2018 Womens Health Issues; Huang & Yang, 2015 Economics and Human Bio).

<sup>6</sup> Reid & Taylor, 2015

<sup>7</sup> Paulson & Bazemore, 2010; Stowe & Nemeroff, 1995

<sup>8</sup> Umberson, Liu, Mirowsky, & Reczek, 2011

<sup>9</sup> Denney et al., 2011

<sup>10</sup> Stearns, 2015 (J of Health Economics; Rossin, 2011 J of Health Economics; Korneind & Sipsma, 2018 Womens Health Issues; Huang & Yang, 2015 Economics and Human Bio).

- **Advance the University of Florida’s ‘Rise to 5’ initiative, by making UF’s leave package competitive with those of its peer and aspirational peers, including:**
  - The University of North Carolina – Chapel Hill, which allows all new parents on a 9-month appointment to take a full semester of paid leave, and offers 15 weeks of paid leave for those without teaching responsibilities;
  - The University of Michigan, which offers six weeks of paid maternity leave and up to six weeks of additional paid parental leave for all new parents, and;
  - The University of Virginia, which offers 8 weeks of paid leave.
  
- **Reaffirm UF’s position of preeminence among Florida public institutions of higher education, by making UF’s leave package competitive with those of other Florida public universities, including:**
  - Florida International University, which currently offer its employees up to 26 weeks of paid parental leave, and;
  - Florida State, the University of South Florida, and the University of Central Florida, all of which offer a full semester of paid leave.<sup>11</sup>

**THEREFORE, BE IT RESOLVED THAT:**

- **The University of Florida should:**
  - **[INCLUDE RESOLUTION]**

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<sup>11</sup> Although leave from these institutions is paid from sick leave, it is not deducted from employees’ balance until they leave the institution, allowing them to accrue and use sick leave for when they are actually sick.