WHEREAS IMPROVED PARENTAL LEAVE POLICIES WILL:

- Improve the physical and mental health of both UF faculty and their children, as:
  - Short or nonexistent paid parental leave significantly challenges 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
    - Vulnerability to mood disorders
    - Changes in physical health
    - Changes in immune and inflammatory function
  - Twelve or more weeks of leave decreased postpartum symptoms of depression

- Enhance childhood development, as:
  - Paid parental leave is strongly associated with reduced infant mortality rates and healthy birth weights
  - Parental leave results in higher quality relationships between infants and their parents, which can help develop learning foundations, positive relationships, and self-control
  - Leave time facilitates the early detection of potential developmental delays at a time when problems can be effectively addressed

- Support gender equity in the workplace and advance the University of Florida’s goals to recruit and retain the most talented faculty

- Advance the University of Florida’s ‘Rise to 5’ initiative, by making UF’s leave package competitive with those of its highest-performing peer and aspirational peer institutions, including:
  - The University of North Carolina – Chapel Hill, which allows a new parent 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 6 weeks of paid maternity leave and up to 6 weeks of additional paid parental leave for all new parents
  - 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 the statewide leader on parental leave

THEREFORE, BE IT RESOLVED THAT:

- The University of Florida should provide 12 weeks of paid parental leave per faculty member.
Ibid.  
Ibid.  
IX See endnote v above.  
X While UF’s current leave policy is equal to or better than the policies of several other top-ten public institutions, the University now lags behind several of its peer or aspirational peer institutions.  
XI For UNC-Chapel Hill’s full policy, visit: https://academicpersonnel.unc.edu/faculty-policies-procedures-guidelines/leave/faculty-serious-illness-major-disability-and-parental-leave-policy/#P24_550  
XII For the University of Michigan’s full policy, visit: https://hr.umich.edu/working-u-m/my-employment/leaves-absence/maternity-childbirth-parental-leave#maternity  
XIII For the University of Virginia’s full policy, visit: https://uyapolicy.virginia.edu/policy/HRM-038#Parental_Leave