

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 stressⁱ
 - Vulnerability to mood disordersⁱⁱ
 - Changes in physical healthⁱⁱⁱ
 - Changes in immune and inflammatory function^{iv}
 - Twelve or more weeks of leave decreased postpartum symptoms of depression^v
- **Enhance childhood development, as:**
 - Paid parental leave is strongly associated with reduced infant mortality rates^{vi} and healthy birth weights^{vii}
 - Parental leave results in higher quality relationships between infants and their parents, which can help develop learning foundations, positive relationships, and self-control^{viii}
 - Leave time facilitates the early detection of potential developmental delays at a time when problems can be effectively addressed^{ix}
- **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,^x 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^{xi}
 - 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^{xii}
 - The University of Virginia, which offers 8 weeks of paid leave^{xiii}
- **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.**

-
- ⁱ Reid, K. M., & Taylor, M. G. (2015). Social support, stress, and maternal postpartum depression: A comparison of supportive relationships. *Social Science Research*, 54, 246-262.
- ⁱⁱ Paulson, J. F., & Bazemore, S. D. (2010). Prenatal and postpartum depression in fathers and its association with maternal depression: a meta-analysis. *Jama*, 303(19), 1961-1969; Stowe, Z. N., & Nemeroff, C. B. (1995). Women at risk for postpartum-onset major depression. *American Journal of Obstetrics & Gynecology*, 173(2), 639-645.
- ⁱⁱⁱ Umberson, D., Liu, H., Mirowsky, J., & Reczek, C. (2011). Parenthood and trajectories of change in body weight over the life course. *Social science & medicine*, 73(9), 1323-1331.
- ^{iv} Denney, J. M., Nelson, E. L., Wadhwa, P. D., Waters, T. P., Mathew, L., Chung, E. K., ... & Culhane, J. F. (2011). Longitudinal modulation of immune system cytokine profile during pregnancy. *Cytokine*, 53(2), 170-177.
- ^v Stearns, J. (2015). The effects of paid maternity leave: Evidence from Temporary Disability Insurance. *Journal of Health Economics*, 43, 85-102; Rossin, M. (2011). The effects of maternity leave on children's birth and infant health outcomes in the United States. *Journal of Health Economics*, 30(2), 221-239; Kornfeind, K. R., & Sipsma, H. L. (2018). Exploring the link between maternity leave and postpartum depression. *Women's Health Issues*, 28(4), 321-326; Huang, R., & Yang, M. (2015). Paid maternity leave and breastfeeding practice before and after California's implementation of the nation's first paid family leave program. *Economics & Human Biology*, 16, 45-59
- ^{vi} Ibid.
- ^{vii} Ibid.
- ^{viii} Plotka, R., & Busch-Rossnagel, N. A. (2018). The role of length of maternity leave in supporting mother-child interactions and attachment security among American mothers and their infants. *International Journal of Child Care and Education Policy*, 12(1), 1-18. ZERO TO THREE, report December, 2018; The Child Development Case for a National Paid Family and Medical Leave Program. (2018, December 17). Retrieved from <https://www.zerotothree.org/resources/204-the-child-development-case-for-a-national-paid-family-and-medical-leave-program>. Carneiro, P., Løken, K. V., & Salvanes, K. G. (2011). A Flying Start? Long Term Consequences of Maternal Time Maternity Leave and Investments in Children During Their First Year of Life.
- ^{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://uvapolicy.virginia.edu/policy/HRM-038#Parental_Leave