

LSUHSC Faculty Senate Resolution
___#___ Provisions for Leave and Tenure Stoppage

WHEREAS employees of LSUHSC-New Orleans are a most valuable resource;

WHEREAS whenever possible, family friendly policies should be adopted in order to boost employee morale, improve retention, and facilitate recruitment.

WHEREAS the Family and Medical Leave Act indicates that the federal government acknowledges the valuable role that parental bonding plays in family life, and given that taking unpaid leave is a hardship on most families;

WHEREAS personal obligations or situations might include serious personal health conditions; pregnancy, childbirth, or the adoption of a child; caring for a spouse, child, or parent who has a serious health condition; death of a family member; significant delays in the provision of start-up funds or facilities; and effects of natural disasters.”

WHEREAS the personal obligations or situations above require intensive time and effort by the involved faculty member;

WHEREAS due to restrictive state laws, the LSU A&M bank only accepts donations of annual leave to be transferred to qualifying individuals with a catastrophic illness or caring for a family member with catastrophic illness;

WHEREAS LSU A&M PS-T36 allows a faculty member to request stopping the tenure clock “during a time period when the faculty member’s personal obligations or situation can reasonably be anticipated to impede progress towards tenure;

BE IT RESOLVED THAT the LSUHSC-New Orleans Faculty Senate supports changes in state law to allow paid parental bonding leave for biological and adoptive mothers and fathers. This could be accomplished in several ways. For example, an implementation could be to create a new category of leave for this purpose. Another possible implementation could be to create a sick leave bank for this purpose, as has been done by many universities. We support changes in state law that allow the use of sick leave and donated sick leave for parental bonding leave.

BE IT FURTHER RESOLVED THAT LSUHSC-New Orleans should create a Crisis Leave bank similar to the existing crisis leave bank at LSU A&M.

BE IT FURTHER RESOLVED THAT there be the provision that provides for a faculty member to request, and be granted, the stoppage of his/her tenure clock “during a time period when the faculty member’s personal obligations or situation can reasonably be anticipated to impede progress towards tenure;