

## Other Family-Friendly Resources

### Child Care and/or Elder Care

The University of Delaware understands that locating child and/or elder care for dependents can be challenging and time consuming. The University has compiled a list of community resources to assist in this effort, which includes resources for child care and elder care. This list is available on the Human Resources website ([www.udel.edu/Benefits/community\\_intro.html](http://www.udel.edu/Benefits/community_intro.html)).

### Benefits for Spouses and Dependents

The University continues to invest in health, wellness, dental, vision, life, education, retirement savings benefits and multiple voluntary options to help ensure the health and well-being of you and your family. Faculty, classified as full-time under the terms and conditions of the AAUP Collective Bargaining Agreement, are eligible for coverage under the University's health, dental, vision, life and disability insurance. Dependents (your spouse and your children up to age 26) can be covered under the health, dental vision and dependent life plans. All University benefits are extended to same-sex partners.

### FSAs

Flexible Spending Accounts (FSA) allow faculty to set aside pre-tax dollars on an annual basis to pay for expenses not fully covered by other benefit programs, such as child care costs. FSA contribution amounts range and depend on the faculty member's needs.



### Educational Benefits

The University will provide a tuition remission program for spouses or civil union spouses and dependents. A total of two family members, including dependent children (adopted children not eligible if adopted within two years of matriculation), and the spouse or civil union spouse of a faculty member, may each take seventeen (17) credit hours at no charge if enrolled as a full-time matriculated undergraduate student. (*CBA 2013-2016, Section 9.13*)

Bargaining unit members or the spouse or civil union spouse or one dependent may enroll in two academic credit courses without payment of fees during each semester and each summer and winter session. Enrollment in academic credit courses involved with study trips or enrollment in non-credit courses will be permitted only if such enrollment does not displace a paying student from class or add appreciable costs to the University. (*CBA 2013-2016, Section 9.14*)

### HMS Health Advocate

All faculty have access to a free, confidential, support service by HMS Health Advocates to help with any issues related to work/life balance, such as child care services, elder care services, and even legal and financial services. Their Licensed Professional Counselors can help work through stress, anxiety, family issues, work conflicts, grief and loss, drug and alcohol abuse, and more. They provide 24/7 support at 1-800-343-2186 and more information can be found on the Human Resources website.



### Research Semester

In order to assist faculty with their professional development and progress towards promotion and tenure, tenure-track Assistant Professors are eligible for a semester at full pay, devoted to research and scholarship, during their third or fifth year in their probationary period. For further information, consult with your department Chairperson. (*Faculty Handbook 4.1.14.6*)

### Location

The state of Delaware sits in the heart of the mid-Atlantic seaboard, halfway between Washington, D.C. and New York City. It is a state rich in shoreline, farmland, and bustling city life. The shore resorts of Delaware, New Jersey, and Maryland, and the recreational areas and ski slopes of the Pocono



Mountains are about two hours away. The main campus of the University, situated in the northwest corner of the state in the town of Newark (pronounced New Ark, as it was once spelled), offers a traditional small-town college atmosphere in a location that affords easy access to major cultural and entertainment centers in nearby metropolitan areas. The University of Delaware main campus is located midway

between New York City and Washington, D.C. (about a two-hour drive to either), and midway between Philadelphia, PA, and Baltimore, MD (about a one-hour drive to each). The campus is close to the Northeast Amtrak line, minutes from the I-95 corridor, and midway between two major international airports (PHL and BWI).



## Family-Friendly Policies for Faculty



UD ADVANCE Institute

University of Delaware • 102B Pearson Hall • Newark, DE 19716  
[www.udel.edu/advance](http://www.udel.edu/advance)  
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## The University of Delaware: A Family-Friendly Environment

*The University of Delaware promotes a family-friendly climate in many ways. Our policies promote the balance of responsibilities of work and caregiving, as you will find outlined in this brochure and available online. The campus community provides many enriching cultural and educational opportunities for families, such as museums, summer camps, concerts, plays, and sporting events. The University celebrates the family as an important part of university life.*



## Family-Friendly Policies

### Parental and Family Leave Policies

The University complies with the Family and Medical Leave Act (FMLA), which allows for unpaid leave for caregiving, parenting, childbirth or adoption. The Faculty Handbook outlines that faculty may have time off with pay if they are physically unable to work due to pregnancy, childbirth, miscarriage, abortion, or other related medical conditions. (4.1.14.3) Additional work/life balance options are outlined below.

### Administered Load

For faculty members, the University and the AAUP recognize that childbirth and adoption can affect their teaching availability. Department chairpersons and faculty members must develop workload options that meet department and individual needs. If the faculty member is the primary caregiver, he or she will be granted a one-semester administered load that allows a choice of either partial or full relief from assigned teaching and service responsibilities during the semester of the birth or the adoption of a child under the age of five by the faculty member or immediately following the birth or adoption. The Provost or Designee and the AAUP Contract Maintenance Officer are available to discuss such options with faculty and department chairs. (CBA 2013-2016, Section 9.16)

### Family Leave

A faculty member who becomes the parent of a newborn or newly adopted child or a child placed in foster care in the faculty member's home, and who wishes time off for child care purposes, may choose to take a family leave of absence. Family leave may be granted for up to one year for each child, with a maximum of two years per faculty member. If the two-year maximum has been reached, and the faculty member wishes to take time off for the birth of a child or the placement of a child in adoption or foster care, then the faculty member may make use of any of the 12 weeks of family and medical leave in a 12-month period for which the faculty member is eligible under the Act. Family leave is without pay. However, during any period of family leave, the University's contribution to the premiums for a faculty member's health insurance benefits will be continued at the level that existed prior to commencement of the leave for a period of up to one semester in any 12-month period. Time spent on family leave shall not be counted in determining eligibility for sabbatical leave. This policy is intended to establish a faculty member's entitlement to a minimum



standard, not to replace other informal or flexible arrangements that may be worked out between a faculty member and his or her Department chair. Request for family leave, when possible, should be made one semester in advance by written request to the Department chair or program director, Dean of the College and the Office of the Provost. (Faculty Handbook, Section 4.1.14.2)

### Stop the Tenure Clock

This policy applies to tenure-track faculty members who become the parent of a newborn or newly adopted child and is a primary or coequal caregiver of the child or who is granted a leave of absence pursuant to the Family and Medical Leave Act of 1993 for a period of at least one semester. The faculty member will continue to perform faculty duties at full salary. The pre-tenure probationary period shall be extended for one year upon a tenure-track faculty member submitting a "Stop the Tenure Clock" electronic web form to the chair/director. The web form must be submitted within one calendar year of the birth or adoption of the child, or of the commencement of the FMLA leave. A tenure-track faculty member may extend the probationary period for any reason approved by the appropriate chair/director and dean, but may do so only twice, resulting in no more than two one-year extensions of the probationary period. The tenure candidate will not be penalized in any way for requesting and receiving extensions of the probationary period. (CBA 2013-2016, Article 9.5)

### Nursing Mother Accommodations

Female employees at the university who are nursing mothers are entitled to reasonable break periods during normal business hours to express breast milk. Each female employee who is a nursing mother shall have access to a suitable, private location, other than a bathroom, located in close proximity to her work area in which to take a break period under this policy. If the faculty member does not have access to a suitable space, there are designated Nursing Mother Rooms on campus (346 Hullahen Hall, 214A McDowell Hall and 128 Perkins Student Center). (Personnel Policy 4-110)

The University of Delaware is an equal opportunity/affirmative action employer and Title IX institution. For the University's complete non-discrimination statement, please visit [www.udel.edu/aboutus/legalnotices.html](http://www.udel.edu/aboutus/legalnotices.html)