



Nursing Mother Accommodations •

Employees at the university who are nursing mothers are entitled to reasonable break periods during normal business hours to express breast milk. Each 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, such as her own private office, there are designated Nursing Mother Rooms on campus (346 Hullihen Hall, 214A McDowell Hall and 128 Perkins Student Center). (Personnel Policy 4-110)

Child Care and 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/004363).

Flexible Spending Accounts •

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.

HMS Health Advocates •

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. HMS provides 24/7 support at 1-800-343-2186.



Location

The state of Delaware sits in the heart of the mid-Atlantic seaboard. 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). It's also halfway 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).



Contact Information

For further information, please contact:

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 Newark, DE 19716
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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/home/legal-notices/



UNIVERSITY OF DELAWARE
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Family-Friendly Policies for Faculty at the University of Delaware



CBA 2016-2021

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The University of Delaware: A Family-Friendly Environment

The University of Delaware is a family-friendly institution. Our policies promote the balance of work and caregiving responsibilities, as you will find outlined in this brochure and online. The campus community provides enriching cultural and educational opportunities for families, such as museums, summer camps, concerts, plays and sporting events.



Family-Friendly Policies

Parental and Family Leave Policies

Administered Load •

The University and the AAUP recognize that childbirth and adoption can affect the teaching and service availability of a faculty member. Department chairpersons and faculty members must develop workload options that meet department and individual needs immediately following the birth or adoption of a child under the age of five by the faculty member. 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 teaching and service 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. (Faculty Handbook Section 14.1.14.3; CBA 2016-2021, Article 9.16). UD ADVANCE recommends that all eligible faculty members take this accommodation before initiating other options (as described below). Email ud-advance@udel.edu for more information.

Stop the Tenure Clock •

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. 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 extension shall take effect upon submission of the “Stop the Tenure Clock” electronic web form by the faculty member to the chair/director. Submission of the “Stop the Tenure Clock” electronic web form must be made 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. A tenure candidate who extends the probationary period under this provision shall be reviewed for promotion and tenure under the same academic standards as a candidate who has not extended the probationary period. The tenure candidate shall not be penalized in any way for requesting and receiving extensions of the probationary period. Extension of the probationary period does not affect the faculty member's right to apply for tenure prior to the terminal year, regardless of time in rank. Stopping the tenure clock for one year postpones any subsequent second-year review, fourth-year review, or eligibility for a junior faculty research leave for one year. (CBA 2016-2021, Article 9.5)

Family Leave •

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. (4.1.43) Additional work/life balance options may be found in Section 4.14.2 of the Faculty Handbook and at <http://sites.udel.edu/generalcounsel/policies/family-and-medical-leave/>.

Other Family-Friendly Resources

Resources for Dual-Career Couples •

UD offers assistance to the spouses and partners of faculty who are moving to work at the University of Delaware. Although we cannot guarantee employment at UD or elsewhere, we will make every effort to help spouses and partners find employment. If you are a candidate for a faculty position at UD, requesting dual career assistance will not negatively impact your chances of receiving an offer. More information, including the link to an online intake form, may be found at www.udel.edu/004362.