



## **Family Friendly Policies for Faculty**

UD offers a range of personnel policies and employee benefits to assist faculty in meeting the demands of work and of family responsibilities. We outline these policies below.

Links to full policy statements and related resources can be found on the UD ADVANCE website: <https://sites.udel.edu/advance/>

For further clarification of policies contact the Vice Provost or Assistant Provost for Faculty Affairs. UD ADVANCE is available for informal discussions and support.

### **FMLA (Family & Medical Leave Act):**

“Although federal law defines FMLA as unpaid leave, it is the university’s policy to provide faculty members with full pay during the period of FMLA leave.” For full policy see FHB<sup>1</sup> 14.1.14.3

### **Administered Load:**

“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.” For full policy see FHB 13.1.14.3.

### **Family Leave of Absence:**

This is unpaid leave for childcare – the university’s premiums for health care continue for up to one semester. FHB 4.1.14.2

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<sup>1</sup> FHB ([Faculty Handbook](#)) and CBA ([Collective Bargaining Agreement](#)).

## Stop the Tenure/Review Clock

A one-year extension of the probationary period/contract renewal for TT/CT faculty, up to a maximum of two times, for parenting or certain other approved situations. FHB 4.4.15, 4.1.6

## Dual Career

UD has a formalized protocol for dual career faculty situations. For more information on this protocol see the work-life page on the UD ADVANCE website.

## Child Care and Elder Care Resources

UD HR provides information to help employees find childcare and elder care, including on-campus childcare centers (limited availability) and off-campus childcare and elder care referral services.

## Employee Assistance Program (EAP)

The state of DE offers an EAP, ComPsych Guidance Resources, to UD employees. This service offers confidential guidance on topics such as work-life solutions and legal issues.

## Educational Benefits

UD offers educational benefits for spouses and dependents including tuition remission for courses at UD, as well as a tuition exchange program with other participating schools.



UD main campus is located between New York City and Washington, D.C. (2-hour drive); halfway between Philadelphia, PA, and Baltimore, MD (1-hour drive). The campus is on the Northeast Amtrak line, minutes from I-95, and near two major airports. (PHL and BWI).