

## Parental Leave Options for Faculty: UGA and SPIA

SPIA aspires to be a family-friendly place to work, and through the combination of various leave and alternative work arrangements, faculty have access to parental leave benefits that afford new parents time to prepare for the arrival and care of dependents following birth, adoption, or foster care placement.

### UGA Parental Leave Benefits

- There are a variety of UGA benefits for expecting parents and details are available at [UGA's HR site](#).

With specific reference to family leave, UGA policy states:

*Depending on your situation, you will be able to use some combination of paid sick leave, paid annual leave, leave without pay, and/or short-term disability. There is no set amount of leave time for the birth, adoption, or foster placement of a child. Each case is different and depends on factors including how much sick and annual leave you have accumulated, whether there are complications with the birth and delivery of the baby, and the advice of your physician. We encourage you to speak to a Benefits Counselor to learn about your options at 706-542-2222 or email your questions to [benefits@uga.edu](mailto:benefits@uga.edu). Read about relevant leave policies.*

### Parental Leave: The SPIA Context

As noted above, depending on the context, there are combinations of leaves that can enable birth, adoption, or foster placement of a child. At SPIA, we work with instructional faculty who are new parents to adjust how and when they teach, combined with intermittent leave.

As a hypothetical example, a faculty member has a four-course (per year) teaching load and develops a parental leave in consultation with their department head. The faculty member teaches two regular courses in the traditional classroom setting in semester 1. In semester 2, the faculty member takes some combination of FMLA\*, and/or intermittent sick leave, and/or undertakes departmental service duties (as determined by the department head) while at home to compensate for omitted teaching. In principal, this enables a faculty member to fulfill professional obligations while at home for a full semester, depending on that faculty member's sick leave allowance. This scenario could also include annual leave or disability, depending on the faculty member's selected optional benefits.

The options described in this example are not exhaustive; there are a range of ways to enable parental leave at UGA and at SPIA. Department heads and the dean's office are ready to consult with faculty at any time to find solutions for specific situations.

\*The Family Medical Leave Act affords 12 weeks of unpaid leave in a 12-month period (See "[Rights and benefits of FMLA-eligible employees](#)" of the UGA HR website.)