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To: [Harding, Amanda](#); [McKeever-Burgett, Adam](#)
Cc: [Kopstain, Eric](#); [Retton, Patrick](#); [Churchwell, Andre L \(University\)](#)
Subject: University's Formal USAC Parental Leave Response
Date: Tuesday, August 16, 2022 9:35:20 AM

Good Morning Amanda and Adam,

This email is in response to your request for a close-out response to USAC's parental leave proposal. In the summer of 2021, the Staff Life Subcommittee of the University Staff Advisory Council submitted a proposal to university administration to consider changes to the parental leave policy. As part of this proposal the subcommittee requested for staff: sixteen weeks of paid parental leave at full pay; uniformity in granting of the leave; and a culture of support for staff who take advantage of the benefit.

In response to this proposal, Human Resources evaluated USAC's proposal with our previously performed study on the viability of increasing paid parental leave for staff. A recommendation was prepared in response to the USAC proposal and the findings of Human Resources. In addition, the Task Force formed in response to the overturning of Roe vs. Wade by the Office of the Provost in coordination with the Chancellor's office was charged with, among other things, considering the practical implications for Vanderbilt students, faculty and staff. The subcommittee put forth a proposal recommending that VU make funds available to cover out of state medical care, increase the amount of paid parental leave for staff, and create a new coordinator position in the Office of Health and Wellness. Thanks to the work put forth by USAC and Human Resources previously, a quick approval of these recommendations, including the expansion of paid parental leave, was received.

With that approval, paid parental leave for staff will be expanded to include eight weeks of a paid benefit. This will be available to full time, benefits eligible staff (both birth and non-birth parents). Staff will be eligible for the benefit upon hire and birth parents will be able to use this in conjunction with short term disability benefits. This enhanced benefit provides the birth parent with eight weeks of paid parental leave and six weeks of short-term disability benefits for a total of fourteen weeks of paid leave. For birth parents wanting to take the full four months of TMLA, many will be able to supplement the last remaining two-three weeks with PTO, eliminating the unpaid leave that birth parents currently experience if they take the full TMLA leave time.

The enhancement to the paid parental leave allowance demonstrates Vanderbilt's commitment to its staff and their families. Thank you for your continued commitment to supporting VU's staff in the work that you do.

Best,
Cleo