

SOME OF THE UNIVERSITY'S RESOURCES AND OPPORTUNITIES AVAILABLE TO YOU AND YOUR FAMILY

◆ Dual Career Support

- ▶ Students, alumni, faculty and their significant others may take advantage of the many services and business contacts maintained by the University Career Services department in seeking employment in the Lincoln area. Assistance may also be available for those who are interested in seeking either University employment or admission to a University academic program.
- ▶ The University is proactive in attempting to accommodate spouses or significant others seeking academic positions within the University.

◆ Dependent Scholarship Program

- ▶ The University provides each full-time faculty member a tuition scholarship for up to 15 undergraduate credit hours per year. These credit hours may be used by one or more dependents enrolled full time in any undergraduate program at any University of Nebraska campus or by the faculty member's spouse to other to pursue full or part-time study.

◆ Employee Assistance Program

- ▶ The University's Employee Assistance Program (EAP) provides confidential assessment, short-term counseling and referral to UNL staff and faculty and their immediate family members. Issues addressed in EAP counseling can include relationship issues, personal or family crisis, alcohol or drug problems, workplace conflict, financial worries, grief, stress, anxiety, depression and other personal concerns.

◆ Child Care

- ▶ The Ruth Staples Child Development Laboratory, accredited by the National Association for the Education of Young Children, provides development programs for young children. This is a teacher training and research facility in the Department of Child, Youth and Family Studies. Preschool and child care programs for children ages 2 through 5 are available.

- ▶ The University is planning a new 13,000 square foot state-of-the-art child development center designed for up to 150 children ranging in age from 6 weeks to 15 years with an expected opening of Fall 2009.

SYNOPSIS OF FAMILY AND MEDICAL LEAVE ACT (FMLA)

The University of Nebraska–Lincoln provides eligible employees with up to 12 weeks of unpaid leave for any of the following reasons:

1. the birth or adoption of a child, or placement of a child with the employee for foster care;
2. a serious health condition that renders the employee unable to perform essential functions of the job;
3. a serious health condition of the employee's spouse, child or parent; or
4. the death of an immediate family member.

ON-LINE RESOURCE INFORMATION:

FMLA information:

<http://www.dol.gov/esa/whd/fmla/>

UNL Employee Assistance Program (EAP):

<http://hr.unl.edu/eap/>

Dependent Scholarship Program:

<http://hr.unl.edu/general/dep sch.shtml>

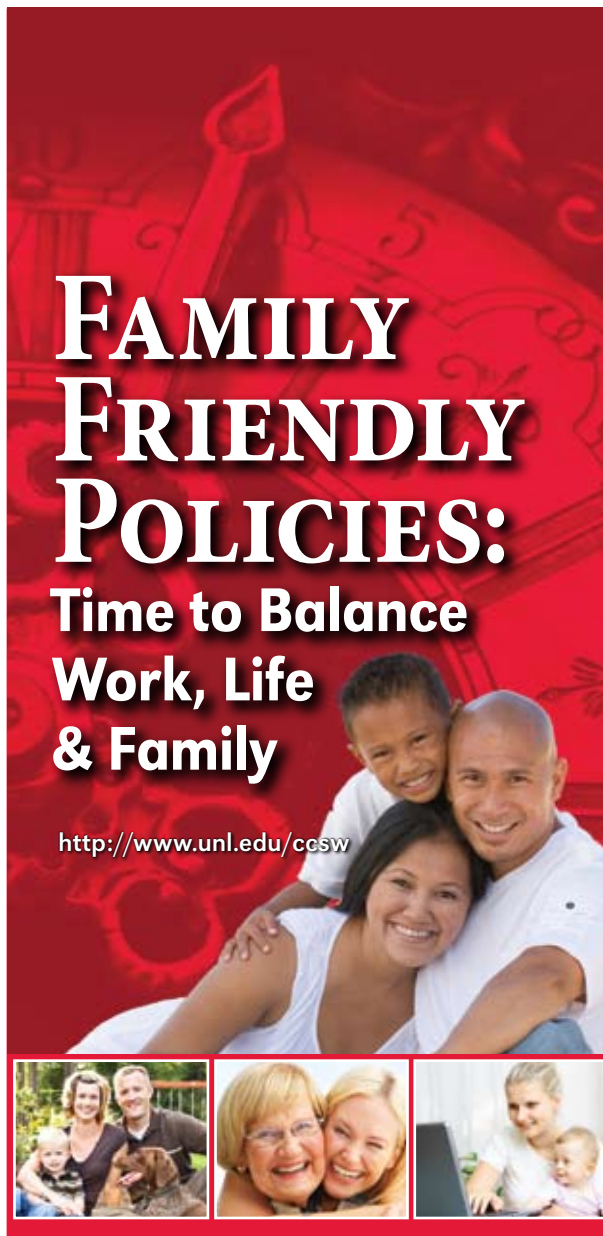
Faculty Resources – Policies and Bylaws:

<http://www.unl.edu/svcaa/faculty/policies/>

(this link has information on Leave, Promotion and Tenure, Pre-Tenure Interruption)


Ruth Staples Child Development Lab:

<http://cehs.unl.edu/fcs/outreach/staplesLab.shtml>



FAMILY FRIENDLY POLICIES:
Time to Balance Work, Life & Family

<http://www.unl.edu/csw>



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TIME FOR YOU

Coming Back After Illness or Injury

- ◆ **Short-term disability leave**
 - ▶ Faculty members may be eligible for up to 6 months of paid short-term disability leave.

Dealing With a Serious Illness or Injury

- ◆ **Unpaid leaves and tenure interruptions**
 - ▶ Up to 12 weeks a year of unpaid leaves and additional protections, as provided by the federal Family and Medical Leave Act of 1993, may be available to faculty members dealing with a serious health condition.
 - ▶ A tenure interruption is provided to any faculty member seeking tenure who experiences an interruption in full-time service due to an absence protected under the Family and Medical Leave Act.

Opportunities You Just Can't Miss

- ◆ **Leaves for creative, research or teaching purposes**
 - ▶ Be it for study or travel, service or research opportunities, leaves are available to tenured and tenure-track faculty seeking to improve the quality of their instruction which may contribute toward the enhancement of scholarly prestige of the University.



TIME FOR FAMILY

Growing Your Family

- ◆ **Parental leaves**
 - ▶ Birth moms are normally granted 8 weeks of paid short-term disability leave. An additional paid absence of up to 6 months may be available.
 - ▶ Fathers are normally granted 5 days of paid short-term disability leave to help bring mom and baby home.
 - ▶ In cases of adoption, the parent identified as the “primary care giver” is eligible for the same leaves and protections provided to the birth mother. The parent identified as the “secondary care giver” within the family unit is eligible for the same leaves and protections as the birth father.
 - ▶ In addition to being eligible for paid short-term disability benefits, new parents may also be eligible for the 12 weeks of unpaid leave and additional protections provided by the Family and Medical Leave Act.

- ◆ **Tenure interruption**

- ▶ A 1-year tenure extension is granted to any faculty member who is the birth mother or primary caregiver and who takes parental leave while seeking tenure.

- ◆ **Active service and modified duties**

- ▶ Part-time tenure appointments and modified duties are also available to help new parents adjust to their new and expanded family responsibilities.

Caring for Your Family, Children and Parents

- ◆ **Short-term disability leave**
 - ▶ Faculty members may use up to 5 days of paid short-term disability leave to provide care and support to family members dealing with medical appointments, illness or injury.

- ◆ **Unpaid leaves and tenure interruptions**

- ▶ When a faculty member is unable to perform regular duties because of the need to care for a parent, child, or other immediate family member with a serious health condition, protections may be available through the Family and Medical Leave Act, including up to 12 weeks of unpaid leave.



- ▶ A tenure interruption is provided to any faculty member seeking tenure who is unable to perform duties while taking care of a parent, child or other immediate family member with a serious

health condition, as defined by the Family and Medical Leave Act.

- ◆ **Active service and modified duties**

- ▶ Part-time tenure appointments and modified duties may also be available to help faculty members successfully balance professional pursuits and responsibilities when dealing with ongoing family and medical issues.

◆ CONTACT INFO:

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In Partnership with the

Chancellor's Commission on the Status of Women