

Memorandum

Date: September 18, 2025

To: Faculty Senate Operations Committee

From: Nancy D. Middlebrook, University Secretary 

Re: Approval Requested for Changes to Policy C215 “Parental Leave”

The attached proposed revision of Policy C215 “Parental Leave” was developed by the Faculty Senate Policy Committee (FSPC). In addition to placing this policy in the new format, changes were made to align with the Collective Bargaining Agreement, UAP Policy 3415 for staff members, and the U.S. Department of Labor guidelines.

This policy was previously sent for campus comment period from March 22, 2024 to April 22, 2024. The FSPC reviewed all 17 comments and made appropriate changes. Due to the significant nature of those changes, the policy was sent out for a second comment period from September 5, 2024 to October 9, 2024. The FSPC reviewed the 14 comments, as well as additional input from University administration, and revised the proposed draft. Along with some editorial changes, the most significant change after the second comment period was to remove a proposed change to include post-doctoral fellows in the policy at this time due to some questions raised about funding and whether this was the appropriate policy to include parental leave benefits to them. While there was general support for extending this benefit to post-doctoral fellows, the Policy Committee voted to move the policy forward without that change at this time until those questions can be resolved. However, the Policy Committee stands ready to work on another revision should it be determined that Policy C215 is the appropriate place to include the postdoctoral fellows.

The Policy Committee respectfully requests approval of the recommended revisions to Policy C215. If approved by the Faculty Senate, the proposed policy revision will then go to President Stokes for final approval. After her approval, it will be updated in the *UNM Faculty Handbook* and notification of the change will be sent out to the faculty.

Attachment:

C215 Highlighted revised draft 9.18.25

cc: Eve L Espey, Chair, Faculty Senate Policy Committee
Karen Patterson, Vice Chair, Faculty Senate Policy Committee