

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE

Senate Document Number 4716S
Date of Senate Approval 1/14/16

Statement of Faculty Senate Action:

FWDC 9: **Relationship between FMLA and other leaves**
(Faculty Handbook [Section 4.2.1.2](#))

Effective date: Fall 2016

Summary: This document clarifies that the granting of Family and Medical Leave (FMLA) has no impact on eligibility other types of leave, with or without pay.

Rationale: While there is no evidence that prior receipt of FMLA has affected any faculty member's application for Professional Development Leave (PDL) or Leave Without Pay (LWOP), with the recent reinstatement of PDL, some faculty members have expressed concern that this could plausibly be the case. This document clarifies that there is no relationship between the two.

1) Modify 4.2.1.2, Section VII, as follows:

VII. Coordination with Other Policies

As stated in Section 3.5.3, a leave of absence due to maternity or primary-care duties automatically extends the probationary period of tenure-track faculty by one year unless otherwise requested by the faculty member and authorized by the Provost and VCAA.

The terms of this policy pertain only to a leave with full pay for a specified period because of illness or disability. This policy has no effect on provisions for leave without pay as described in the Handbook for Faculty.

The leave with full pay provided for under this policy shall have no effect on the faculty member's other employment benefits, including eligibility for other kinds of leave, including Professional Development Leave ([Section 4.1.3](#)).