# FACULTY HANDBOOK REVISIONS

May 3, 2024

# Explanatory Memo

**Chapter 3 and Chapter 10 revisions**

The Faculty Handbook Committee (FHC) is sharing proposed revisions to Chapters 3 “Academic Practices and Policies” and 10 “Academic and Work-Life Balance” related to leave of absence polices. These revisions will be presented to the University Senate in Fall 2024 for two readings and a vote.

These chapters were revised because the Office of Human Resources and Institutional Equity (HRIE) recently reviewed and updated leave of absence policies for greater consistency and clarity.  The [FMLA policy](https://hr.tulane.edu/fmla-policy) has been updated to apply to all faculty and staff, librarians, medical residents, as well as postdoctoral fellows and is posted on the (HRIE) website.  No substantive changes were made to the policies.  HRIE is partnering with appropriate groups to update the various handbooks across the University.

This review of policies was conducted to align with the new [short-term disability (STD)](https://hr.tulane.edu/short-long-term-disability) benefit that was added this year to enhance financial security when facing a qualifying disability. HRIE also established a new partnership with The Standard Insurance Company to manage Family Medical, Parental, and similar leaves of absence to make the experience of [reporting a leave of absence](https://hr.tulane.edu/reporting-leave-absence) smoother and easier.

The FHC revised Chapter 3, Section 3.5.4 on Medical Leaves to incorporate the changes to the FMLA policy. The FHC revised Chapter 10 to include the entire text of the parental leave policy.