

Background

Most academic appointees hold 10-month appointments. Unlike staff, they do not accrue paid time off that could be used to protect family income in the case of an extended absence from work. Therefore, they are unable to either plan ahead (in the case of births/adoptions), or be prepared (in terms of time accrued) to assist a loved one in a health emergency situation.

Paid family leave is designed to protect the income of academic appointees who must be absent from work due to the birth or adoption of a child or the serious illness of a spouse, parent or child. It allows the appointees to devote themselves temporarily to the care of a family member without the additional distress caused by a concomitant loss of income.

Paid family leave is an important benefit for recruitment and retention of faculty, especially women faculty. Many administrators are supportive of the policy as it currently stands, including Provost Karen Hanson, as well as the Deans of SPEA and the College of Arts and Sciences, among others.

Current policy

The current paid family leave policy was adopted in June 2008. New costs of the policy were projected to be minimal because the funds paid out for this benefit were already budgeted as salary. This remains true. Very few units use additional funds to replace appointees out on leave.

Use of family leave has grown since the new policy was approved, but the number of appointees who utilize it remains very low and statistically insignificant as a percentage of the total eligible population. Powerful disincentives exist to limit the number of people who use the leave. Academic appointees are deeply involved in research/creative and teaching activities on behalf of the university, which they are loathe to set aside except in the most serious circumstances. They understand that their colleagues will likely see additional responsibilities in service and mentoring students, and therefore do not take leave unless there is a truly grave reason.

In past years, these reasons have included:

- Adoption of child
- Birth of Child
- Cancer of partner/spouse
- Terminal illness of parent

RECOMMENDATION

The percentage of people taking this leave has remained infinitesimal over the past six years, under both the previous and current policy. This suggests that fears of unchecked growth of such leaves are unfounded. Faculty take such leaves under extreme circumstances. If any changes should be made in the policy, they should address the higher cost of the policy among those making over \$100,000, the category that counts for most of the amount growth of total income recovery sums in the past three years.

The following pages present further information about the use of the policy, gender breakdowns, and cost.

1. Use of Family Leave

Use of family leave remains extremely low. It is not statistically significant in terms of the total eligible population. The highest rate of use occurred in the academic year 2010-2011 and was 0.75% of the total eligible population.

Graph 1. Total Number of Family Leaves as a Segment of the Eligible Population, By Year

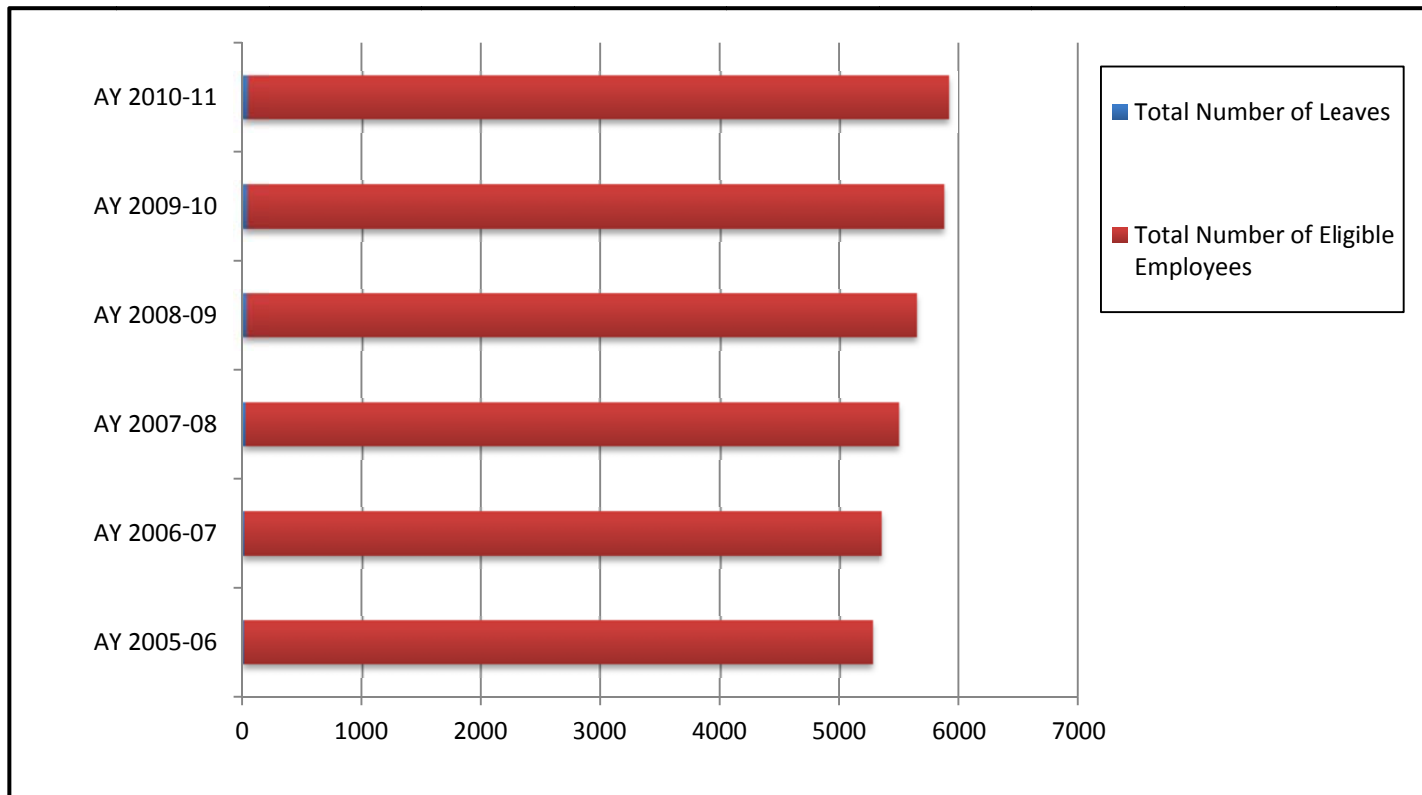
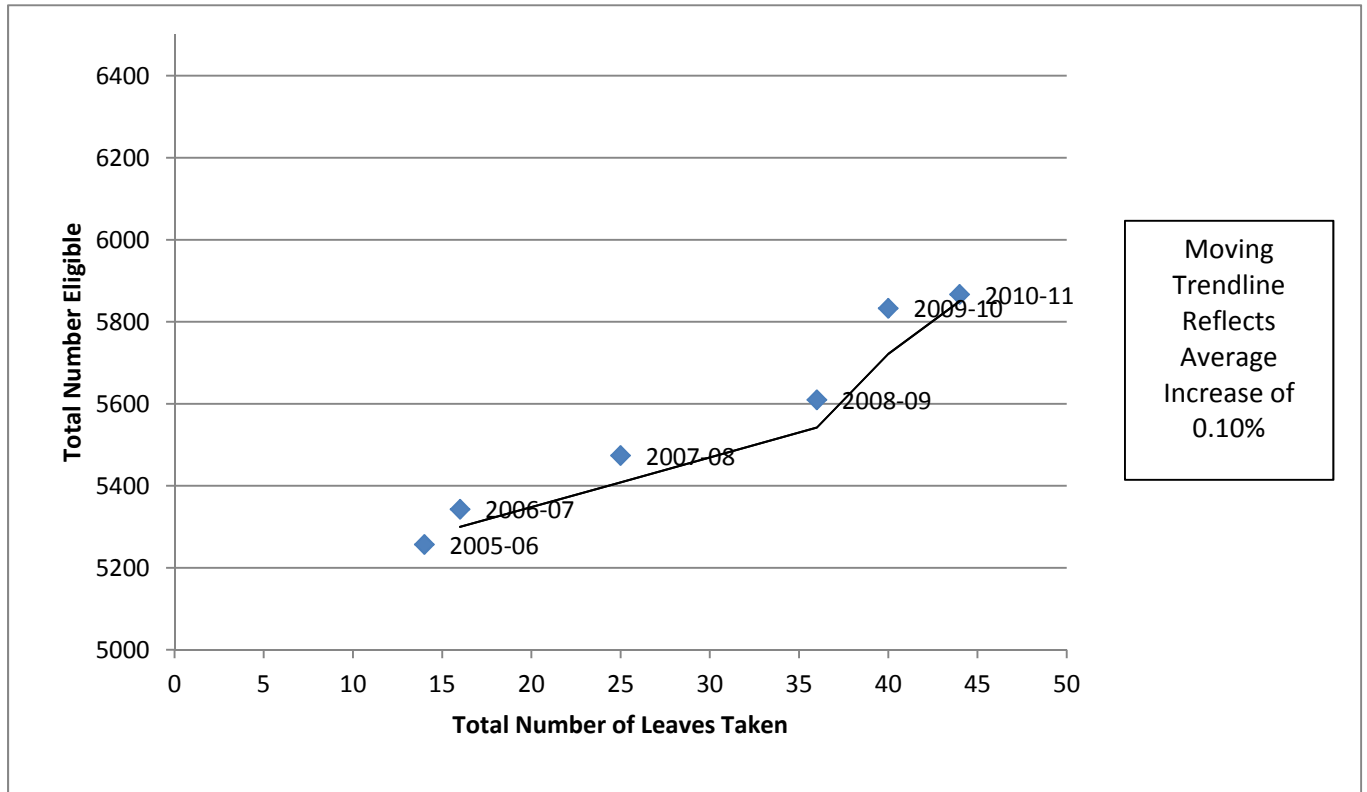


Table 1. Total Number of Leaves by Year, as a Percentage of the Total Eligible Population

Academic Year	Total Number Eligible	Total Number of Leaves Taken (% of total eligible)	Percentage of Increase of Number of Leaves from Prior Year
2005-06	5257	14 (0.26%)	
2006-07	5343	16 (0.29%)	0.03%
2007-08	5474	25 (0.45%)	0.16%
2008-09	5610	36 (0.64%)	0.19%
2009-10	5833	40 (0.68%)	0.04%
2010-11	5867	44 (0.75%)	0.07%

From the above chart, one can see there is a small rise in the percentage of faculty members who took leave in 2007-08, before the new policy was enacted. That 0.16% growth has subsequently diminished significantly in the last two years. Please see Graph 2 for the actual trending representation.

Graph 2. Relationship between Number of Leaves taken and Eligibility, By Year

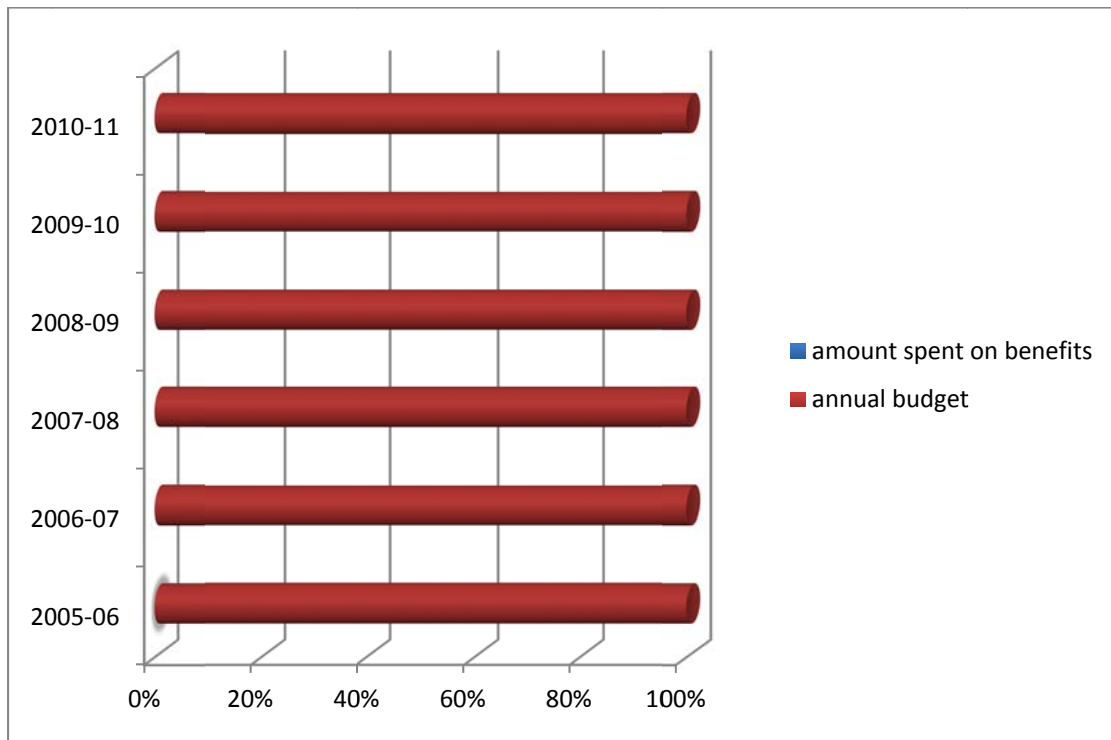


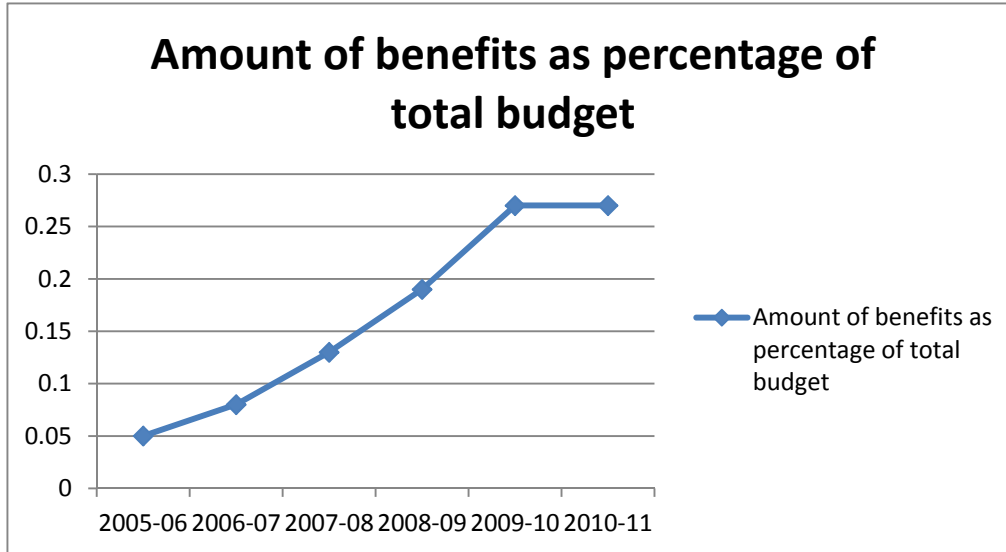
Though the total amount paid in Family Leave benefits has grown over the past six years, it has continued to represent a tiny percentage of the total budget, 0.27% at its highest, and it has leveled off in the last two years.

Table 2. Family Leave Spending in Relation to Total Budget

Year	Average Salary, per year, of persons taking the Family Leave Benefit	Amount spent on Family Leave Benefits (% of Total Budget)	Total Budget
2005-06	\$48,738	\$134,796 (0.05%)	\$2,362,711,777
2006-07	\$58,049	\$199,777 (0.08%)	\$2,450,446,835
2007-08	\$70,590	\$350,561 (0.13%)	\$2,541,539,588
2008-09	\$65,680	\$532,765 (0.19%)	\$2,712,464,294
2009-10	\$67,954	\$814,405 (0.27%)	\$2,917,579,328
2010-11	\$75,308	\$830,871 (0.27%)	\$3,025,957,826

Graph 3. Family Leave as Percentage of Total Budget, 2005-11





Academic Year	Number of Leaves Taken on the IU-Bloomington Campus (Cost of Total Leaves)	Taken on the IUPUI Campus (Cost of Total Leaves)	Taken on the IU-South Bend Campus (Cost of Total Leaves)	Taken on the IU-East Campus (Cost of Total Leaves)	Taken on the IU-Northwest Campus (Cost of Total Leaves)	Taken on the IPFW Campus (Cost of Total Leaves)	Taken on the IU-Kokomo Campus (Cost of Total Leaves)	Taken on the IU-Southeast Campus (Cost of Total Leaves)	Total Number of Leaves Taken for all IU Campuses
2005-06	6 (\$313,775)	1 (\$48,640)	5 (\$208,635)	1 (\$42,811)	1 (\$68,475)	0	0	0	14
2006-07	12 (\$740,937)	4 (\$286,063)	0	0	0	0	0	0	16
2007-08	19 (\$1,356,422)	4 (\$304,616)	2 (\$103,707)	0	0	0	0	0	25
2008-09	27 (\$1,780,153)	7 (\$479,208)	1 (\$48,732)	0	0	1 (\$58,380)	0	0	36
2009-10	28 (\$2,063,208)	5 (\$344,231)	6 (\$257,693)	1 (\$53,208)	0	0	0	0	40
2010-11	34 (\$2,698,495)	3 (\$187,374)	2 (\$95,759)	0	0	0	2 (\$135,824)	3 (\$196,112)	44
Total by campus	126	24	16	2	1	1	2	3	175

Graph 3. Family Leave as Percentage of Total Budget, 2005-11

Table 3. Breakdown of Number of Leaves and Leave Payments per Campus

As seen in this breakdown by campus, from 2005 to the current academic year, 72% of the leaves have been taken by faculty at IU-Bloomington and 14% by faculty at IUPUI.

2. The Gender Breakdown of Leaves

Women are overrepresented among those taking leaves. This policy is attractive to our female employees, signaling we are both a woman-friendly institution and a family-friendly community which values the loyalty and productivity of the employees.

Graph 4. The Percentage of Total Leaves Taken by Women as Compared to the Total Percentage of Women in the Eligible Population

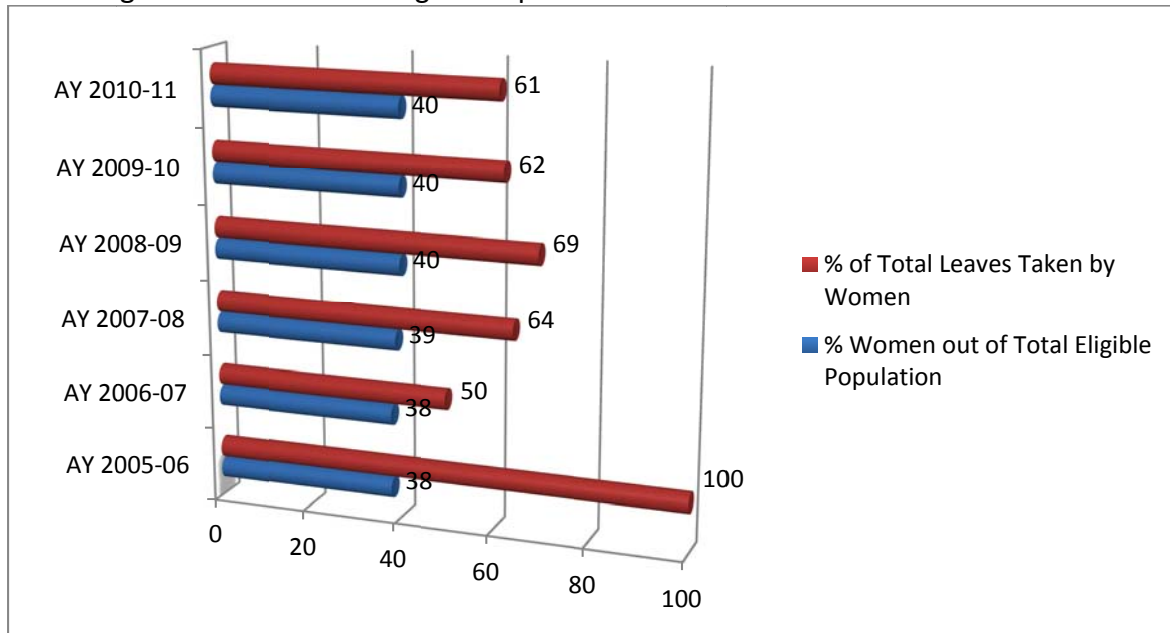


Table 4. Percentage of Women in the Eligible Population and Percentage of Women out of Total Leaves

Academic Year	% of Women in the Eligible Population	% Women out of total Leaves
2005-06	38	100
2006-07	38	50
2007-08	39	64
2008-09	40	69
2009-10	40	62
2010-11	40	61

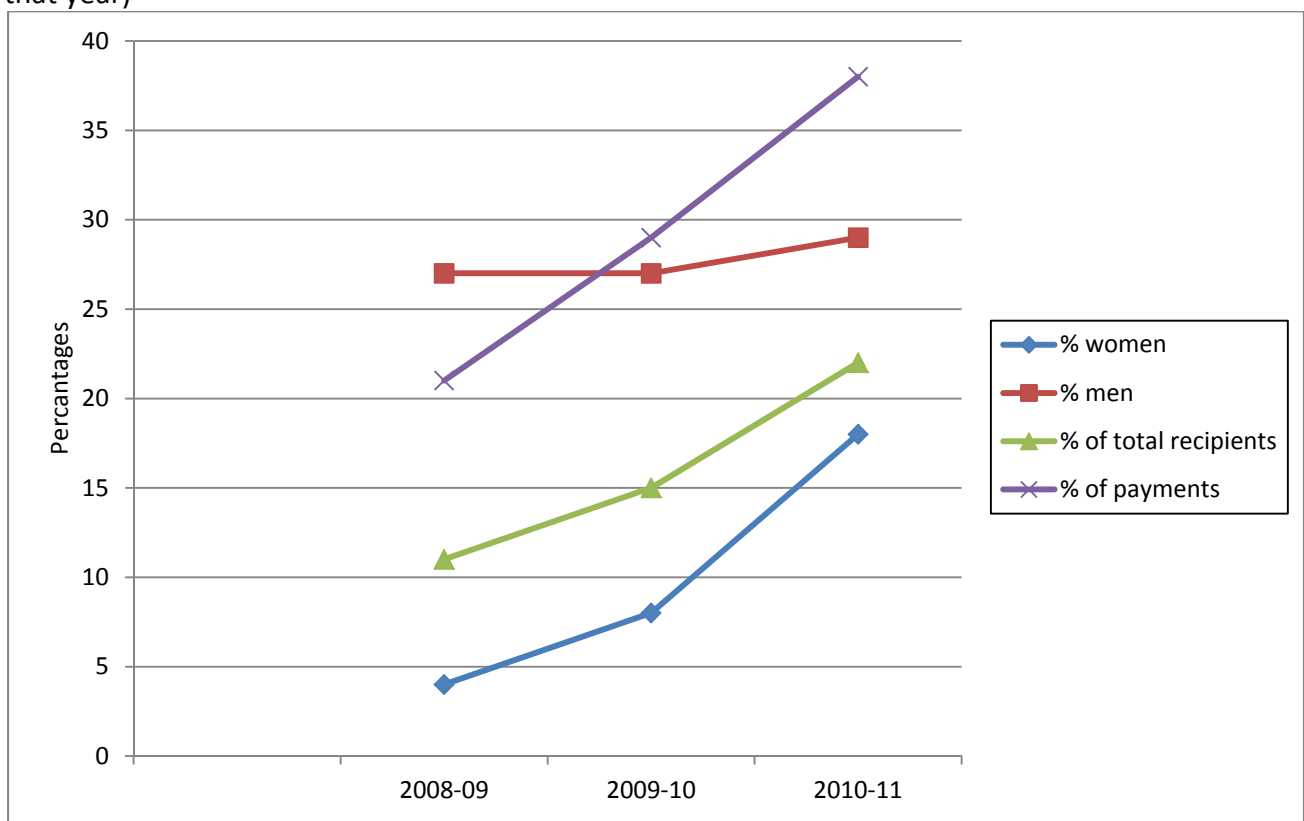
3. Rising Income Protection Payments and Retention of the Most Valued Employees

The significant rise of income protection in the past three years is directly related to the presence of a small number of high salaried individuals among those taking the leave. These salaries reflect the value of these faculty members in terms of IU's national academic standing (they come from some of the top ranked programs at IU, from the Kelley School of Business to the Jacobs School of Music).

Graph 5 demonstrates that the significant growth in income recovery under the existing plan is largely due to the payments going to a few higher-salaried users: The curve representing the percentage of payments for the over \$100,000 category is at all times significantly higher than the curve representing the percentage of recipients in this category. The upward slope of the curve representing the percentage of payments in the over \$100,000 category also suggests this is an upward trend that might continue and that could be addressed most effectively by placing a cap on the total amount of money a person could be eligible for.

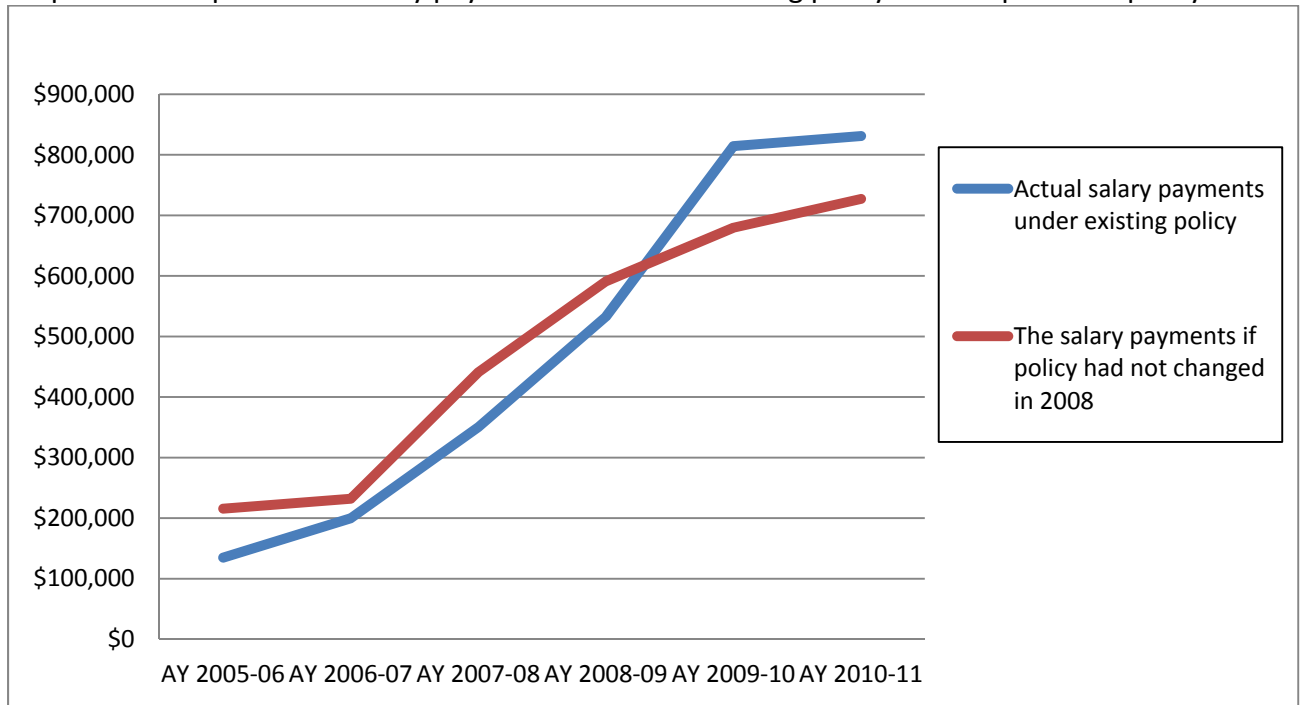
Women are significantly under-represented among these more highly paid employees, even though they are a majority of beneficiaries of this policy.

Graph 5. Proportion of leaves in the over \$100,000 category, 2008-2010 (only these years are charted because there were no beneficiaries of the leave with salaries over \$100,000 before that year)



In Graph 6, The flattening of the curve of payments for the actual salary payments line suggests that the growth of income protection payments is likely to level off in the future.

Graph 6. A comparison of salary payments under the existing policy and the pre-2008 policy



Conclusion: The income protection afforded by the existing policy represents the university’s commitment to retaining its highly productive faculty, maintaining a family-friendly community, and offering competitive recruitment packages. Indiana’s reputation is solid in this regard and enables the university to compensate for our low salary rankings (in the Big 10 we are 7th among Assistant Professors, 9th among Associate Professors, and 8th among Professors), when hiring and trying to retain faculty.

**2009-2010 Faculty Salary Data (in thousands)
By Rank, Big Ten Public Universities**

	Professor		Associate Professor		Assistant Professor	
1	Michigan	144.0	Michigan	94.3	Michigan	83.1
2	Penn State	130.4	Michigan State	87.3	Ohio State	78.0
3	Illinois	130.0	Penn State	86.7	Illinois	76.8
4	Ohio State	129.5	Ohio State	85.8	Minnesota	76.5
5	Michigan State	125.0	Wisconsin	85.8	Wisconsin	73.6
6	Minnesota	124.8	Minnesota	85.4	Purdue	72.7
7	Iowa	124.1	Illinois	83.2	INDIANA	72.4
8	INDIANA	120.7	Iowa	82.5	Penn State	72.0
9	Purdue	115.8	INDIANA	82.0	Iowa	71.4
10	Wisconsin	111.1	Purdue	80.2	Michigan State	68.6

Source: [Chronicle of Higher Education](#)

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