

Improving Staff Retention and Diversity through the Creation of a Staff Parental Leave Policy

Staff Council
Carnegie Mellon University
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Executive Summary

In recent years, employers who are leaders in their respective fields have recognized the need to establish parental leave policies and provide adoption benefits to their employees. These policies promote equity, diversity, and help balance the demands between work and family. Staff Council proposes the implementation of a parental leave policy to ensure the consistent and fair treatment of all staff adding a child to their family while employed at Carnegie Mellon University. The proposed policy aims to keep CMU competitive in its quest to recruit and retain quality staff. By prioritizing parental leave, CMU will maintain its reputation as a leader in the Pittsburgh area and among peer institutions for progressive policies.

Carnegie Mellon University has continually boasted its commitment to fostering a diverse and inclusive campus. Research has shown that women prioritize work-life balance over career advancement opportunities, especially for mid-career women in their prime family-raising years. Women typically value benefits such as paid time off, flexible work arrangements, and childcare support more than men. Since women generally give more weight to work-life balance design elements when evaluating potential employers, it makes sense that they would work for companies that value this supportive environment.¹ Furthermore, a comprehensive parental leave policy benefits anyone seeking to be a parent regardless of gender and family structure. CMU's current policy diminishes its ability to retain a diverse workforce.

We believe that the policy suggested below embodies the spirit of "One CMU" that is part of the university's Strategic Plan 2025, specifically addressed under "[Goals for the Individual Experience](#)," under "[Personal Development, including Physical and Emotional Health and Well-Being](#)," under "[Holistic Health and Wellness](#)." The chairman of the Board of Trustees, James Rohr, recently expressed his continued commitment to the spirit of "One CMU" with a special emphasis on supporting the university's faculty, students and staff². The former CMU president, Subra Suresh, believed the success of this program could only be achieved if we take care of both personal and community dimensions of the CMU experience.³ For staff growing their families, addressing the effect of this transition on their lives is thus vital to fulfilling the spirit of "One CMU." In addition, we believe the recommendations below will help accomplish two of the goals set for the Carnegie Mellon community in the University Strategic Plan. Specifically, it would fall under the first two goals: 1) Create a diverse and inclusive community and 2) Recruit and retain world-class students, faculty, and staff.⁴ We propose the following staff parental leave policy, which is more equitable with the parental leave policy for faculty

¹ Kelly Services, 2014. "Women in STEM. How and why an inclusive strategy is critical to closing the STEM gap." http://www.kellyservices.com/uploadedFiles/3-Kelly_Global_Services/Content/KGWI_Women%20in%20STEM_final.pdf

² <http://www.cmu.edu/leadership/president-suresh/campus-comms/2017/2017-06-01R.html>

³ Suresh, Subra. "Delivering on the CMU Experience". March, 2017. <http://cms-staging.andrew.cmu.edu/leadership-2/president-suresh/campus-comms/2017/2017-03-01.html>.

⁴ <http://www.cmu.edu/strategic-plan/university-community/>

- A staff member who becomes a parent of a child school age or younger through adoption or surrogacy, who is the primary caregiver, is entitled to the same amount of paid time off as an employee who becomes a parent through childbirth.
- The primary caregiver of an adopted or newborn child is provided 12 weeks fully paid leave. A primary caregiver refers to an eligible employee that becomes a parent through childbirth or adoption of a school age child or younger.
- The secondary caregiver is provided 6 weeks fully paid leave. A secondary caregiver refers to an eligible employee and the parent of the newborn or recently adopted child and who is not the primary caregiver.
- Use of paid time off is not required to receive the benefit.
- Primary and secondary caregivers can use their paid leave time intermittently within a 12-month period.

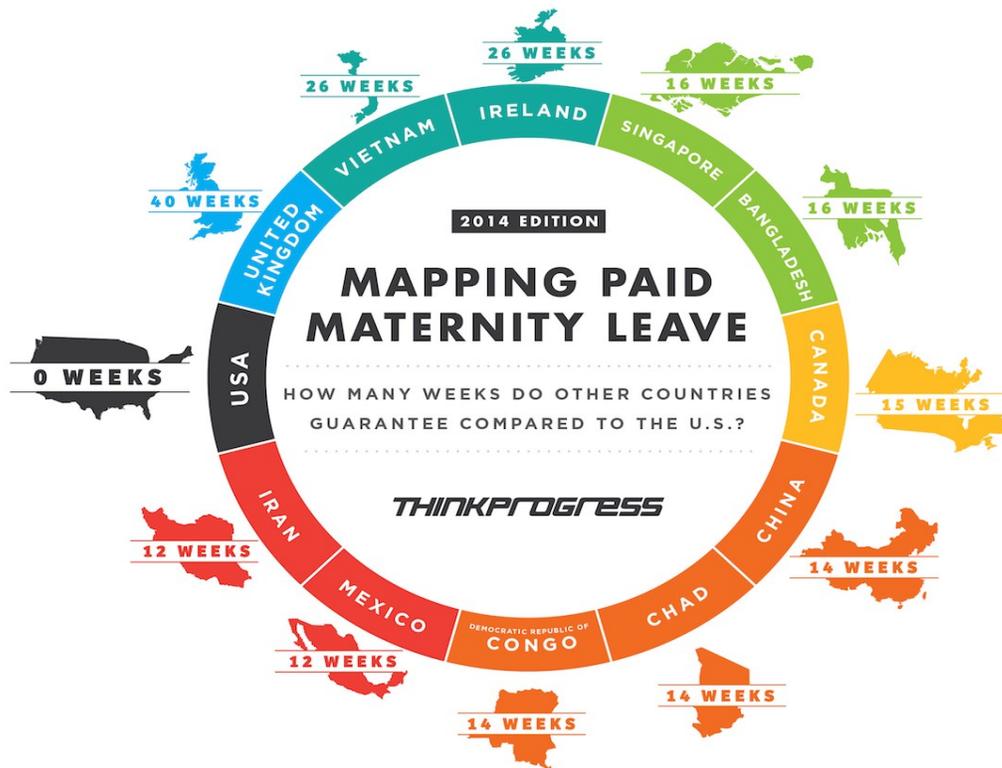
Additionally, the university could consider providing an adoption assistance benefit to employees that adopt and formalizing a flexible or reduced return-to-work schedule for new parents. Providing parents with support, flexibility, and time to bond with their child(ren) and adjust to their new family situation while balancing their professional obligations is the ultimate goal of a parental leave policy.

Introduction

Starting or adding to a family should be cause for joy and celebration. Yet, for many parents, the birth or adoption of a child means stretched finances and concern for care of their child when they must return to work. The fundamental shifts in family and work patterns over the past several decades have brought the demand for time off to address family needs to the national spotlight. As a result of shifting gender roles, diverse family structures, and economic need, the concept of a “traditional family” (two parents, one employed) has been replaced by dual-earning couples and single parent households. The workforce in America has changed. Women’s wages are critical to a family’s financial security. “Women are now the primary or co-breadwinners in more than six out of 10 households, and nearly 40 percent are the main or sole breadwinner.”⁵ There is much progress to be made at a national level to support the new reality of the American workforce, as the United States is one of very few countries that does not guarantee any paid leave. During President Obama's second term as President, he proposed legislation that would provide federal employees with six weeks of paid administrative leave for the birth, adoption, or foster placement of a child. When he announced his proposal during a State of the Union address, he said, “It’s time we stop treating childcare as a side issue or a women’s issue.” In fact, a parental leave policy should be flexible, gender-neutral, and counteract unconscious bias. Parents should feel supported, regardless of their gender, to build successful careers and nurture their families.

⁵ National Partnership for Women & Families, “Expecting Better: A State-by-State Analysis of Laws that Help New Parents.” Second Edition, May 2012. <http://www.nationalpartnership.org/research-library/work-family/expecting-better.pdf>

The United States is just one of three out of 185 countries that doesn't guarantee paid maternity leave.⁶ Fortunately, many U.S. companies and universities have acknowledged that supporting employees as they navigate issues related to parenting and growing their families is critical for recruitment, retention, and productivity. Instead of waiting for a national public policy on parental leave, organizations are recognizing the needs of their workforce and are creating generous parental leave policies that benefit all parents, regardless of the way they create their family. At a regional level, the City of Pittsburgh, Allegheny County, University of Pittsburgh, and large local employers such as PNC Bank and BNY Mellon have revised their parental leave policies within the last two years.



Research has shown that parental leave is important for both caregivers, personally and professionally. Longer paternity leaves and allowing fathers increased time spent caring for their young children are associated with higher cognitive test scores for their children.⁷ On a professional level, economists have found that paid leave increases the

⁶ <https://thinkprogress.org/u-s-paid-family-leave-versus-the-rest-of-the-world-in-2-disturbing-charts-365324eeba45>

⁷ United States Department of Labor, *DOL Policy Brief: Why Parental Leave for Fathers is So Important for Working Families*. June 2015. <https://www.dol.gov/asp/policy-development/PaternityBrief.pdf>

probability that mothers will return to work, work more hours, and eventually earn higher wages.⁸

The topic of parental leave is not new to CMU. Staff council and other staff members have attempted to bring this important matter to the university's attention numerous times over the past decade through benefits forums, town halls, and the submission of benchmarking results as recently as 2015. Earlier this year, 1,279 CMU employees, approximately one third of the CMU staff, completed a questionnaire that aimed to gather information about attitudes and awareness around the policies relating to parental leave at CMU. More than half of the respondents were unsatisfied with the current leave benefit. Many respondents commented that they are disappointed by the lack of equity between faculty and staff. Other common themes found in the staff comments were lack of support for spouses and parents who adopt, financial hardship during unpaid leave, and the absence of clear information related to the current policy. The full results are contained in Appendix D of this document.

This document proposes that Carnegie Mellon University join other employers in proactively establishing a staff parental leave policy that is fair and supports those growing their families. This proposal reviews the issues with the current benefit and provides evidence-based justification for developing a policy. Finally, this proposal recommends creating a parental leave policy that would drastically improve the current benefit. The full benchmarking results are provided in Appendix A. Appendix B contains a summary of the results of the questionnaire and the open forum conducted in April 2017. Appendix C contains the current staff maternity leave instructions. The full questionnaire results and staff comments can be found in Appendix D.

Review of Current Faculty and Staff Policies

Currently, CMU has a Faculty Parental Leave Policy and a disability leave and Family and Medical Leave (FMLA) of absence for Staff employees.

Staff Versus Faculty

The lack of a parental leave policy for CMU Staff means Staff families must only rely on a basic level of support from short-term disability (STD), if eligible, and FMLA. The period of disability for a maternity leave is typically 6 or 8 weeks. Therefore, a staff member who gives birth to a child can receive 60% of salary under STD for 5 or 7 weeks following the 5-day waiting period. Staff members may take the 5-day waiting period as unpaid, or use Paid Time Off (PTO) or Floating Holidays to cover this time (see Appendix C).⁹ Staff members who do not give birth to a child (e.g., fathers, parents adopting children, parents using surrogacy) are not entitled to any paid leave. As a result, those staff members must rely on the use of PTO and up to 12 weeks unpaid time through

⁸ Miller, C. "The Economic Benefits of Paid Parental Leave". The New York Times. Jan 30, 2015. <https://www.nytimes.com/2015/02/01/upshot/the-economic-benefits-of-paid-parental-leave.html?>

⁹ Provenzano, J. *Maternity Leave Instructions; Short-Term Disability & Family Medical Leave*. Benefits & Compensation. Carnegie Mellon University.

FMLA. Furthermore, due to FMLA regulations, if both parents are university staff they must share the FMLA period.

Conversely, a regular faculty member of any gender and family makeup is entitled to one semester paid leave if they are the parent and primary caregiver of a newborn child or an adopted child of pre-school age or younger.¹⁰

Disability Leave of Absence

The policy of offering only a disability benefit to staff who give birth is the minimum coverage allowed by Title VII and the Pregnancy Discrimination Act and is insufficient. This benefit does not extend to employees who become parents through surrogacy or adoption or employees who become parents through a partner's childbirth. As such, this benefit excludes fathers, same sex couples, families who struggle with infertility, and families who adopt.

Furthermore, an eligible employee who uses this benefit may be required to exhaust all paid time off in order to extend the paid leave provided by STD, as some childcare centers, including CMU's Cyert Center, do not enroll children before 12 weeks of age.¹¹ This leaves a new parent returning to work with limited PTO left to care for a sick infant or attend pediatric appointments. The only other option for mothers is to use unpaid leave under FMLA. Given the typical age of new mothers¹², the burden of student loan debt on that age group¹³, single mothers, or mothers with lower incomes, many new mothers cannot afford to take unpaid FMLA, especially after only receiving 60% of their salary for 5 or 7 weeks.

Adoption and Surrogacy

As mentioned in the previous section, staff members are not entitled to any adoption assistance, nor are they entitled to any paid leave for the adoption of a young child. This highlights the severe lack of equity in these policies: that employees of any gender who choose to adopt are not entitled to any benefit when they become parents through surrogacy or adoption.

Select Staff Experiences with the Existing Benefit

More than half of respondents to the parental leave questionnaire offered earlier this year stated they were unsatisfied with the current leave benefit for staff. Hundreds of staff members shared their experiences in the comments section of the questionnaire. Below are some real-life examples of why the existing benefit is inadequate.

¹⁰ Office of the Provost. "Faculty Parental Leave Policy". Carnegie Mellon University. <https://www.cmu.edu/policies/faculty/faculty-parental-leave.html>.

¹¹ The Cyert Center for Early Education. <http://www.cmu.edu/cyert-center/>

¹² Bichel, R. "Average Age of First Time Moms Keeps Climbing in the US". January 16, 2016. <http://www.npr.org/sections/health-shots/2016/01/14/462816458/average-age-of-first-time-moms-keeps-climbing-in-the-u-s>

¹³ Malcolm, H. "Millennials' ball-and-chain: Student Loan Debt". June 13, 2013. <https://www.usatoday.com/story/money/personalfinance/2013/06/30/student-loan-debt-economic-effects/2388189/>

“My husband and I both work here, which means we were required to split the FMLA time. Because I had a C-section, this meant that he had to use part of his time to stay home for the first two weeks with me, as I was unable to walk up and down stairs without assistance. Our child is in the Cyert Center, which will not take babies under 3 months. Having parents split the time means that we were left with a month with no care options on campus and no legal protection for our jobs. Also, my husband has time in the ‘Reserve Sick Bank’ and was NOT allowed to use that time for paternity leave. Apparently that time can only be used if you have an illness longer than two weeks, not a spouse or child requiring care.”

“My personal experience with the FMLA at CMU was extremely unpleasant. My leave happened to be during the winter holiday break and since I get paid only 60%, all of my holiday days also were cut to 60%. I had to use all but 5 days before starting intermittent leave, which forces me to take days when we don't even get sick days (if my child gets sick or I get sick, I won't have any backup). The directions for the FMLA were not clear on the follow up within Workday, and after workday didn't catch a mistake, my newborn had CMU health insurance until the HR realized that there was a mistake in the system and took away a 6-month-old baby's insurance. HR only offered COBRA as help. Women forced to go back to work after 6 weeks because after getting paid 60% for 5 weeks and 0% for the first week (‘waiting period’) + getting paid only 60% for Christmas/New Year, leaves them with a newborn and extremely limited income. “

“As a staff member, I have adopted a child --- I was not entitled to take short term disability since I physically did not give birth. I feel this is discrimination. I was not able to take FMLA due to financial circumstances.”

“Twelve weeks of mostly unpaid time off is an entirely inadequate amount of time for a new mother to return to work. We return to work sleep deprived, heartbroken and consumed by intense feelings of guilt. We are neither good mothers, nor good employees after such a short amount of time. Being classified as temporarily ‘disabled’ after birth was infuriating, inaccurate and insulting. I did not feel like nursing after I returned to work was an option, as there were no spaces for pumping or storing breast milk. Finally, the wait list for the Cyert Center was extremely long and my first child did not get in until he was 3.”

“My husband and I are in the process of adopting our child. Because this is an adoption, I have no option for paid leave as a staff member at Carnegie Mellon. However, faculty do. They get the privilege of taking a full semester of paid leave to be with their child. I began asking questions to CMU HR in March 2016 about the discrepancy between faculty and staff, I've done research on adoption friendly and supportive peer institutions, and I've submitted a proposal that includes both adoption assistance and paid parental leave for adoption. Adoption is a huge financial commitment and now that I am actually going through it, I understand first-hand that adoption not only requires the care of an infant, but tons of paperwork, meetings with social workers and birth parents, countless phone calls and meetings. All of this requires time. Having to take unpaid leave during such a stressful and special time when I am building my family just as other staff birthparents do and faculty adoptive/birthparents do, who do get the option for paid leave, feels really terrible. It makes me feel the way I am building a family doesn't count, like my child doesn't count. The unfair discrepancies that have existed for over 15 years between faculty and staff should be examined and remedied.”

“I had a C-section with my first birth and was only cleared to drive, and off medication at 6 weeks postpartum. The effects of major abdominal surgery, compounded with 60% of pay for only 7 weeks was extremely stressful physically and mentally. I returned to work the first day I

was eligible (part-time for the remainder of my 4 weeks of FMLA) to maintain some income (barely enough to cover formula and diapers) and to assist with continuation of benefit payments (didn't want to rack up a large benefit debt and lose my entire first paycheck upon return).“

Benchmarking

CMU typically benchmarks against the published list of peer academic institutions when considering policy changes.¹⁴ Comparing with this list of universities makes sense when recruiting faculty and students who are typically willing to relocate to join the best academic institution. However, staff generally evaluate places of employment based on attributes such as location, salary, benefits, workplace culture, and mission. As a result, in terms of recruiting staff, CMU is primarily competing with Pittsburgh-based employers and companies that are the most motivated to hire highly skilled people such as Google, Uber, and PNC Bank. Appendix A contains a list of organizations that are in competition with CMU and SEI for hiring and retaining highly qualified staff. The list includes a brief summary of the parental leave and adoption policies for each organization.

Benefits to the Institution

Business Case

A common argument from skeptics of paid family leave is that such policies are costly and place an unfair burden on employers. Evidence from states and employers that have paid polices in place, as well as other developed countries, shows that these policies have positive impacts to the organization. In fact, studies find that implementing these leave policies can benefit employers by improving their ability to recruit and retain top talent, reducing the cost associated with employee turnover, and minimizing loss of firm-specific skills and human capital, as well as boosting morale and worker productivity.¹⁵

A review of 27 separate case studies found that the median cost of replacing an employee was 21 percent of that employee's annual salary – a substantial cost that can be reduced with family-friendly leave policies.¹⁶ YouTube CEO Susan Wojcicki reported the rate at which new moms left Google fell by 50% when the company increased paid maternity leave from 12 weeks to 18 weeks in 2007. "It was much better for Google's bottom line – to avoid costly turnover, and to retain the valued expertise, skills, and perspective of our employees who are mothers."¹⁷ In addition, the states and companies that have implemented paid leave policies reported no negative effect on profitability. Similarly, a study in 2011 that surveyed California businesses after the passage of California's Paid Family Leave (PFL) program found that 89-99% of employers said the program had no

¹⁴ <https://www.cmu.edu/ira/infox/external/peer.html>

¹⁵ The Council of Economic Advisers. *The Economics of Paid and Unpaid Leave*. June 2014.

¹⁶ Boushey, Heather, Sarah Glynn. 2012. "There are Significant Business Costs to Replacing Employees." Center for American Progress. <https://cdn.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf>

¹⁷ Gillett, Rachel. Aug. 5, 2015. "The science behind why paid parental leave is good for everyone." Business Insider.

<http://www.businessinsider.com/scientific-proof-paid-parental-leave-is-good-for-everyone>

effect or a positive effect on profitability, productivity, turnover, and morale. The same study said that 87% percent of employers found that PFL did not increase cost due to loss of productivity, and some said that they even saved money.¹⁸

University Growth and Reputation

A parental leave policy will bolster CMU's reputation as a premier place of employment. CMU and SEI need as many recruitment tools as possible to compete with industry and private organizations. Particularly in technology fields, where competitors can offer higher salaries, CMU is at a recruiting disadvantage. Many top-notch companies such as Google, Uber, Amazon, and Facebook are now offering progressive family leave policies, which in turn attract more diversity. Companies that invest in supportive work-life policies retain women at higher rates.¹⁹

In a survey of two hundred human resource managers, two-thirds cited family-supportive policies, including flexible schedules, as the single most important factor in attracting and retaining employees²⁰. Women, in particular, value work-life balance benefits more than career advancement opportunities and tend to work for companies that support family-friendly environments¹. Additionally, several respondents of the parental leave questionnaire indicated that they were disappointed in the current CMU policy and might consider employment elsewhere when they decide to start a family. For these reasons, a parental leave policy may be instrumental in retaining and attracting women to CMU and SEI, and consequently, strengthening the university's workforce and reputation.

The Need for a Uniform Policy

By proposing a parental leave policy for staff, we are seeking to ensure that an equitable set of policies is applied throughout the University. Faculty, staff, and students are, as CMU administration describes, "One CMU", and as such, expect to be treated fairly and equitably regardless of gender, sexual orientation, or family structure. An explicit policy on parental leave will also give members of the campus community consistent expectations and information helpful in planning for the birth/arrival of a child. When all members have such information, schedules, workloads, and agendas can be optimally designed to accommodate the person and his/her department.

Staff Morale

The results of the parental leave questionnaire show that only 8.9% of respondents were satisfied with the current policy. Additionally, many respondents commented about the undue physical and emotional stress, lack of productivity, and disappointment experienced by themselves as mothers and fathers. Managers expressed that they observed this in their employees who expanded their family while at CMU. Some commenters expressed their disappointment that CMU is so far behind other progressive companies and institutions in this area.

¹⁸ Appelbaum, Eileen and Ruth Milkman. 2011. "Paid Family Leave Pays Off in California." *Harvard Business Review*. <http://blogs.hbr.org/2011/01/paid-family-leave-pays-off-in/>.

¹⁹ Fouad, Nadya. "Leaning in, but Getting Pushed Back". American Psychological Association Annual Convention. August 2014.

²⁰ Williams, Joan. 2001. *Unbending Gender: Why Work and Family Conflict and What to Do About It*. Oxford University Press.

Many respondents are discouraged that the only paid maternity leave consists of short-term disability, as they believe that pregnancy and childbirth should be not be labeled as a disability, even if it is required by law. Short-term disability leave offers women who give birth paid time off to recover from the physical disability associated with childbirth in a similar way that disability leave for heart attacks or car accidents are defined – the actual period during which the employee is unable to work. Using short-term disability insurance as compensation for paid maternity leave implicitly identifies childbirth as a negative event that disables the female body. The purpose of parental leave should be focused on parents and new children developing their relationship instead of an issue of the recovery of a women’s body. A policy designed to meet the needs of all CMU employees will significantly improve the morale of parents who add children to their family, as well as their colleagues. A summary of the results of the questionnaire can be found in Appendix B and D of this document.

These findings are consistent with the results of a recent Pew Research report that found 85% of the population believe that some sort of parental leave is important. In addition, 69% of the population believes that the parental leave should be paid.²¹ Quality benefit programs are associated with greater employee loyalty and morale.²² Additionally, 99% of California companies reported that the previously mentioned California PFL program had a positive or neutral affect on employee morale.²³

Child and Parent Benefits

The benefits of parental leave also extend to the children. Research has shown maternity leave has positive impacts on infant outcomes such as birth weight and infant mortality. When women are confident that they will have sufficient leave after the birth of their child, they may have less maternal stress during pregnancy.²⁴ One study found that for children whose mothers used maternity leave had higher educational attainment, lower teen pregnancy rates, higher IQ scores, and higher earnings in adulthood.²⁵

It is also well known that an infant’s immune system is still developing in the first few months of life, leaving them vulnerable to illness. The first round of vaccinations are not

²¹ Horowitz, J., Parker, K., Graf N., Livingston, G. “Americans widely support Paid Family and Medical Leave, but Differ over Specific Policies.” March 23, 2017. <http://www.pewsocialtrends.org/2017/03/23/americans-widely-support-paid-family-and-medical-leave-but-differ-over-specific-policies/>

²² Harvard Business Review Analytic Services. (2012). Commitment to the Future: 10 Years of The Principal 10 Best Companies. https://hbr.org/resources/pdfs/tools/17323_HBR_Principal_White%20Paper_webview.pdf

²³ Appelbaum, Eileen and Ruth Milkman. 2011. "Paid Family Leave Pays Off in California." *Harvard Business Review*. <http://blogs.hbr.org/2011/01/paid-family-leave-pays-off-in/>.

²⁴ Rossin-Slater, Maya. 2011. "The Effects of Maternity Leave on Children's Birth and Infant Health Outcomes in the United States." *Journal of Health Economics* 30, no.2: 221-239

²⁵ Carneiro, Pedro, Katrine V. Loken, and Kjell G Salvanes. 2011. *A Flying Start? Maternity Leave Benefits and Long Run Outcomes of Children*. Institute for the Study of Labor (IZA) Discussion Paper 5793.

provided to infants until they are two months old²⁶ and the annual influenza vaccination is only available at six months of age and older. Children and infants in group care centers have increased risk of exposure to flu viruses, which are spread very easily among young children. Severe flu complications are most common in children age two years and younger.²⁷ The longer infants can stay home with a primary caregiver, the more developed their immune systems will become before being exposed to a communal care setting.

Paid paternity leave can foster better father-child relationships. In a 2014 research study out of Israel, researchers found that fathers who spend more time taking care of their newborn child undergo changes in the brain that make them better suited to parenting.²⁸ In addition, two Columbia University professors found that men who take at least two weeks off after their child is born are more involved in the child's care nine months later.²⁹

Shorter maternity leave also has a substantial negative effect on maternal health outcomes. A recent study found that having less than 8 weeks of paid maternity leave is associated with a reduction in overall health status for mothers. The same study found that having less than 12 weeks of maternity leave, and less than 8 weeks of that leave being paid, are both associated with increases in depressive symptoms. Longer leave times may improve the mental and physical health of new mothers.³⁰

Proposed Staff Parental Leave Policy

The following is proposed to make the parental leave and adoption policy for eligible staff more equitable for all families and address the needs of caregivers and their children.

- A staff member who becomes a parent of a child school age or younger through adoption or surrogacy, who is the primary caregiver, is entitled to the same amount of paid time off as an employee who becomes a parent through childbirth.

²⁶ Center for Disease Control. "Recommended Immunization Schedule for Children and Adolescents aged 18 years or younger". 2017. <https://www.aap.org/en-us/Documents/immunizationschedule2017.pdf>

²⁷ National Foundation for Infectious Diseases, 2015. *Flu Care in Day Care: The Impact of Vaccination Requirements*. <http://www.nfid.org/about-vaccines/school-resources/day-care-report.pdf>

²⁸ Feldmen, Ruth. Jeannie Bertoli. May 26, 2014. "Dad's Brain Becomes More 'Maternal' when He's Primary Caregiver." Proceedings of the National Academy of Sciences. <https://consumer.healthday.com/caregiving-information-6/infant-and-child-care-health-news-410/dad-s-brain-becomes-more-maternal-when-he-s-primary-caregiver-study-688176.html>

²⁹ Nepomnyaschy, Lenna, Jane Waldfogel. *Paternity Leave and Fathers' Involvement with their Young Children*. Community, Work & Family Vol. 10, Iss. 4, 2007.

³⁰ Chatterji, P. Markowitz, S. "Family leave after childbirth and the mental health of new mothers." *J Ment Health Policy Econ*. 2012 Jun; 15(2):61-76. <https://www.ncbi.nlm.nih.gov/pubmed/22813939>

- The primary caregiver of an adopted or newborn child is provided 12 weeks fully paid leave. A primary caregiver refers to an eligible employee that becomes a parent through childbirth or adoption of a school age child or younger.
- The secondary caregiver is provided 6 weeks fully paid leave. A secondary caregiver refers to an eligible employee and the parent of the newborn or recently adopted child and who is not the primary caregiver.
- Use of paid time off is not required to receive the benefit.
- Primary and secondary caregivers can use their paid leave time intermittently within a 12-month period.

Additionally, the university could consider providing an adoption assistance benefit to employees that adopt and formalizing a flexible or reduced return-to-work schedule for new parents. Providing parents with support, flexibility, and time to bond with their child(ren) and adjust to their new family situation while balancing their professional obligations is the ultimate goal of a parental leave policy.

Funding

How much would the policy cost?

A formal cost analysis could not feasibly be conducted, in part because of the many difficulties in estimating necessary values for inclusion in such an analysis. For example, it is difficult to determine how many staff members would claim this benefit in a given year. Even if it were possible to determine how many female staff members on average gave birth in previous years, this would not give reliable information for planning the cost of the benefit to the university. To get a complete picture, it would be necessary to have data on the number of adoptions, or the number of people excluded (e.g., secondary caregivers who currently receive no paid leave) by the current policy that would claim the benefit if it became available.

In addition, this committee could only guess how the duties of staff on parental leave would be covered and the expenses associated with different types of coverage. Given modern family sizes, it is unlikely that the benefit would be claimed more than twice³¹, and the expense could yield a powerful recruiting tool that may be comparable to other expenses incurred in the attempt to attract highly qualified staff. As reported above, companies have found that implementing a parental leave policy is very beneficial to avoid employee turnover and retain valued employees. We understand that pregnancy and parental leave are negative to any institution's bottom line, but adding a parental leave policy shows that CMU cares for its employees and truly embodies the spirit of "One CMU."

³¹ The US has a total fertility rate (children born/woman) of 1.87.
<https://www.cia.gov/library/publications/the-world-factbook/fields/2127.html>

Conclusion

The purpose of a parental leave policy is to foster an environment that supports a healthy work-life balance for all community members. The faculty has benefited from a parental leave policy for years and recently students were provided with maternity leave accommodations for the birth of a child³². Staff members are a vital part of the campus community who deserve the same level of support provided to other university members. In the spirit of “One CMU,” all members of the university community should have comparable benefits, especially in terms of such critical life events as growing one’s family.

Currently, staff members who give birth are offered the legal minimum for leave. This makes it difficult to recruit and retain high quality young professionals who are seeking employers with healthy work-life balance and family-friendly cultures. It also does not align with the efforts of the CMU community to foster a more diverse and inclusive campus. The parental leave questionnaire and open forum (Appendix B) revealed that staff find the current policy insufficient regardless of their role as birth mothers, adoptive parents, or secondary caregivers.

This proposal describes the need for a comprehensive, paid parental leave policy for staff at Carnegie Mellon University, as well as proposes specific criteria to create an equitable and paid parental leave policy for staff. This committee hopes that the evidence presented in this proposal will aid in the creation of a policy that will better address the needs of new parents (regardless of family roles or how families are created) and will promote equity across the university.

³² <http://www.cmu.edu/graduate/programs-services/maternity-accommodation-protocol.html>

Appendix A: Benchmarking

<u>University</u>	<u>Policy</u>
MIT**	Mother-8 weeks fully paid/Fathers, adoptive, or foster parents - 5 days to use within 4 months of addition to family
Duke University**	Primary care giver-3 weeks fully paid
Cornell University**	Everyone-4 weeks 50% pay
Ohio State University	Mothers-6 weeks fully paid/Fathers/Adoptive parents-3 weeks fully paid
Northwestern**	Everyone-4 weeks fully paid
Emory University**	Everyone-3 weeks fully paid
Princeton University**	Mothers-12 weeks fully paid/Fathers/Adoptive parents-2 weeks fully paid
Michigan State University	Everyone-6 weeks fully paid + stipend if medically necessary
Harvard University	4 weeks, includes adoption
University of Pittsburgh*	Everyone: 4 weeks fully paid

<u>Company</u>	<u>Policy</u>
Google*	Mother-22 weeks paid, Father-7-12 weeks paid
BNY Mellon*	Mother-12 weeks paid, Father-2 weeks fully paid
PNC Bank*	Mother-10 weeks fully paid, 6 weeks STD, Father-6 weeks fully paid
Coca Cola*	All parental types-6 weeks fully paid, 6- weeks STD
City of Pittsburgh*	Everyone-6 weeks fully paid
Allegheny County*	Everyone-6 weeks fully paid
Westinghouse*	Mother-6 weeks paid based on years of service
Deloitte*	Mother & Father-16 weeks fully paid + 6-8 weeks STD
Johnson & Johnson*	15-17 weeks fully paid non-consecutive within 1st year, Father/Adoption 9 weeks fully paid
Cisco*	Mother-9-11 weeks fully paid/Adoption-4 weeks fully paid leave
Apple*	Mothers-4 weeks prior&14 weeks after paid/New parent-6 weeks paid
Wells Fargo*	Primary Care Giver-16 weeks, non-primary-4 weeks fully paid
Accenture*	Primary Care Giver-16 weeks, non-primary-8 weeks fully paid
Unity3D*	Everyone 12 weeks fully paid + option to work PT for 8 weeks at full salary
Ca Technologies*	Mother-9-11 weeks fully paid/Adoption-4 weeks sully paid leave + adoption assistance program \$5K/child
Salesforce	Everyone-12 weeks @ 80% + gradual return to work policy+\$10K adoption benefit
Adobe	Mothers-26 weeks fully paid/Primary Care-16 weeks
Amazon	Mothers-4 weeks prior&10 weeks after paid/New parent-6 weeks paid
Change.org	Everyone-18 weeks paid
Facebook	Everyone-16 weeks paid+\$4K baby cash
Instagram	Everyone-16 weeks paid
Pinterest	Mothers-12 weeks paid/Fathers 4 weeks
Reddit	Everyone-17 weeks paid

Twitter	Mother-20 weeks paid/Non birth parents-10 weeks
Uber*	Mother: up to 17 weeks paid/Unlimited vacation policy
LinkedIn	Everyone: 6 weeks paid
PricewaterhouseCoopers	Everyone: 6 weeks paid, plus an additional 2 weeks if the family has more than one child
Yahoo	Mother-16 weeks paid/Non birth parents-8 weeks
Etsy	Everyone-26 weeks paid (birth and adoption)
Gates Foundation	Everyone-52 weeks paid
Bloomberg	Primary caregiver-18 weeks fully paid/non-primary-4 weeks fully paid
Arnold&Porter LLP	Primary caregiver-18 weeks fully paid/non-primary-6 weeks fully paid
US Navy	Mothers-18 weeks paid
Bank of America*	Everyone-12 weeks paid
Patagonia	Everyone-8 weeks paid
Goldman Sachs	Mother-16 weeks fully paid/Paternity 4 weeks
Yum! Brands*	Mothers-18 weeks fully paid/Fathers/Partners/adoptive/foster-6 weeks
Fidelity*	Mothers: 4 months; Co-parents: 6 weeks
Ikea*	Everyone: 4 months (birth, adoption, foster)
Vanguard	Mothers: up to 4 months, Co-parents: 6 weeks
Exelon*	Mothers: 4 months, Co-parents and adoption: 2 months

* Indicates Pittsburgh Employer

** Indicates Peer Institution

Google

Over four years ago, Google implemented a parental leave policy that included adoption. Mothers receive about 22 weeks paid leave at 100% of their salary, broken down accordingly:

- Up to 4 weeks before birth
- 6-8 weeks disability leave
- Up to 12 weeks baby bonding time

For fathers, it's broken down accordingly:

- 7 weeks baby bonding time
- And if the father is the primary care giver, an additional 5 weeks

Positive outcomes of implementation

Google made the decision to increase paid leave based on a study that shows when you support new parents, they are less likely to leave the company after having a child. The rate at which new mothers quit dropped by 50%.³³

³³ Rodionova, Zlata. "Google's Paid Maternity Leave Halved the Number of New Mothers Quitting, Says Youtube CEO." *The Independent*. N.p., 29 Jan. 2016. Web. 3 Apr. 2016.

Family Friendly Policies

- On-site daycare at Mountain View Campus
- “Backup Care”: up to 10 days of last-minute childcare found through Care.com
- Flexible schedule
- Work from home
- Unlimited sick days

PNC Bank

Last year, PNC Bank enacted a [new Maternity Leave and Parental Time off Policy](#). The maternity leave policy allows for 10 weeks maternity leave for birth mothers at 100% of salary. In addition, biological or adoptive mothers or father, or the legal spouse/domestic partner of the birth or adoptive parent may take up to 6 weeks fully paid time off to care for the new child.

University of Pittsburgh

Beginning in July 2017, [the University of Pittsburgh will provide](#) up to four weeks 100% paid parental leave for biological, foster, or adoptive parents. This benefit is in addition to the short term disability policy, which covers 60% of salary for a birth mother for 2 weeks; 4 weeks for a C-section.

Coca Cola

This year, Coca Cola [enacted a new parental leave policy](#) that extended the time off for new parents. Originally, birth mothers were given 6-8 weeks of short-term disability. Now, all new parents (birth parents, foster, adoptive) are given 6 weeks fully paid time off in addition to the existing short term disability policy.

Johnson & Johnson

In 2015, Johnson & Johnson [enacted a parental leave policy](#) that allows the following:

- Up to 17 weeks off fully paid for birth mothers.
- 9 weeks off fully paid for fathers, adoptive parents, and same sex couples.
- Leave does not have to be taken consecutively, but can be spread out in the first year.

Deloitte

Last year, Deloitte announced [a new paid family leave policy](#) that allows the following:

- Up to 6 months 100% paid short-term disability for birth mothers.
- 16 weeks off fully paid for family leave.
- Adoption benefit reimbursable up to \$5,000 per child.

Accenture

In 2015, Accenture [increased their paid maternity leave policy](#) and expanded it to include all parents to include:

- Up to 16 weeks fully paid leave for full-time and part-time women employees.
- “Up to 8 weeks of paid parental leave after the birth or adoption of a new child for other primary caregivers and enhances the amount of paid leave for secondary caregivers.”

Positive Outcomes of Implementation

Through this and other policies,³⁴ Accenture has increased gender diversity at the company, with a goal of having at least 40% women employed by 2020. Last year, 36% of the company's employees were women.³⁵

Salesforce

Salesforce offers 12 weeks paid time off for a newborn or adopted child, at 80% of salary, and a gradual "return to work" program. Parents are eligible for a \$10,000 adoption benefit.

³⁴ Saraswathy, M. "Accenture pulls out all the stops to ensure gender diversity". Business Standard. 10, Mar 2016.

³⁵ Bellstrom, K. "Exclusive: Accenture is the First Big Consulting Firm to Publish Race and Gender Stats". Fortune. 8, Feb. 2016.

Appendix B: Committee Research and Actions

This staff council initiative began in 2009 when the Staff Council Benefits Committee began to perform benchmarking against peer institutions. A second benchmarking study was conducted in 2015 to revisit parental leave as well as tuition and fertility treatment benefits. The conclusions of the 2015 study were shared with HR representatives and presented to the administration. However, the committee was told that the current policies were not under review at that time. With the parental leave debate in the national spotlight over the past year, a Parental Leave Focus Group of staff and Staff Council members assembled in the fall of 2016 to revisit benchmarking and research on the topic. This proposal is the result of the research, benchmarking, and actions of this focus group.

Questionnaire

One notable action of the committee was the administration of the Parental Leave Questionnaire. Over the course of a month, 1,279 employees, approximately one third of the staff, completed the questionnaire. The results are contained in Appendix D of this document.

The overall themes observed from the comments of the Parental Leave Questionnaire (listed in order of prevalence):

1. Paid time off, regardless of status as birth parent or gender, should be provided.
2. The policy should include a provision for adoption.
3. The staff policy should be more equitable to the faculty policy.
4. Childbirth should not be considered a short-term disability and the current policy should not be referred to as "maternity leave."
5. Allow for flexible return-to-work options.
6. Time off before the birth of the child should be considered.
7. The benefits documentation (policy) should be clearer.

Forum

In addition to the questionnaire, this committee and staff council hosted an open "Family – Parental Leave and Work-Life Balance" forum on Tuesday, April 25, 2017. M. Shernell Smith, past (2016-2017) Staff Council Chair, facilitated the focus group. Members of the committee provided the history of the committee and the results of the questionnaire to the audience of about 80 campus members. The main focus of the forum was to learn more about experiences related to parental leave from the campus community. There were five invited speakers at the event: four women and one man; four staff members and one faculty member. A regular theme throughout their narratives was the surprise and disappointment to learn about the lack of parental leave provided for staff, and in particular, the inequity in staff and faculty policies at a university that boasts the importance of diversity and inclusion. The speakers stressed that they were dedicated employees, often CMU alumni, and felt unsupported, even discriminated against, by the university at a particularly vulnerable time in their lives. The staff members who had no choice but to take unpaid leave emphasized the financial hardship they incurred at that time and for months after. One speaker mentioned the difficulty in recruiting and retaining high quality talent, particularly of younger professionals who are concerned

with work and family balance. There was agreement between the two women who were eligible for short-term disability that the information provided on the benefits website was ambiguous and confusing. A few audience members also shared their stories with the leave policy with similar experiences. On the positive side, every panelist emphasized the wonderful support they received from their direct colleagues and management. Many said that their management was willing to accommodate flexible schedules upon returning to work and colleagues were supportive when taking the burden of extra work during the leave.

Audience members were encouraged to leave comments and suggestions on how to make CMU more family friendly. The following were submitted:

- Longer parental leave.
- Consideration of paid leave for care of elderly and disabled family.
- Allow for use of the reserve sick bank for parental leave.
- Mental health support or parent's support groups for campus community.
- Consideration for financial support for fertility treatments.
- Provide paid paternal leave.
- Allow parents to take intermittent parental leave within the first year of birth.
- If policy is accepted, allow parents that are currently using FMLA to benefit.
- Address the high tuition of Cyert Center.
- Consideration for adoption financial assistance.
- Parents who both work at CMU should not be required to share FMLA.
- If parents are required to share FMLA, they should be permitted to share PTO.

Parental Leave Focus Group Members

The parental leave focus group is comprised of the following staff members:

Bryce Beeghley
Treci Bonime
Jessica Hedges, Proposal Author
Sebastian Lacy
Amy Magill
Terri Mohler
Jan Provenzano
Emily Sarneso, Proposal Author
Mandi Semple
Kim Sestili, Chair
Shernell Smith

Appendix C: Current Maternity Leave Benefit

Carnegie Mellon

Carnegie Mellon University
Benefits & Compensation
5000 Forbes Avenue
Pittsburgh, PA 15213-3815
Phone: 412-268-2047
Fax: 412-268-7472

Maternity Leave Instructions Short-Term Disability & Family Medical Leave

Enclosed is information regarding both Short-Term Disability (STD) and Family Medical Leave (FML) that you will need to apply for your maternity leave.

You should contact MetLife at 1-866-729-9201 to initiate your short-term disability claim no earlier than 30 days prior to your expected due date. Information on the MetLife Telephone Reporting Procedure for initiating a short-term disability claim is enclosed for your reference. Your short-term disability claim must be approved by MetLife before you can be paid short-term disability pay.

The period of disability for a maternity leave is typically 6 or 8 weeks following the birth of your child, depending upon the type of delivery. The first 5 working days of your disability period is an unpaid waiting period. You can choose to use either PTO or Floating Holidays during the waiting period or you can take the time unpaid. Please let us know how you want to handle these days so we can ensure you are paid correctly.

The short-term disability pay will begin after the waiting period and is paid at 60% of your pay rate for 5 or 7 weeks following delivery (depending upon the type of delivery). You can use any Reserve Sick Days (RSD) you may have to receive 100% pay in lieu of the 60% Short-Term Disability (STD) pay.

As you may know, Family Medical Leave is a maximum of 12 weeks. The FMLA begins on the first day of your disability period and runs concurrent with the Short-Term Disability. For a maternity leave, you are eligible to use any FMLA time that remains after your Short-Term Disability ends to care for your newborn child. The remaining FMLA time is unpaid unless you have PTO you wish to use concurrent with the FMLA.

You need to complete the Application for Family and Medical Leave of Absence form. Your doctor needs to complete the Certification of Health Care Provider form. Both forms are to be returned to our attention in the Benefits Office by mail, email, or fax to 412-268-7472.

Information on disability leaves of absence can be found on the HR web site at:
http://www.cmu.edu/hr/benefits/benefit_programs/time_off/disability.html

You have 30 calendar days from the date of your child's birth to add your child to your CMU Benefits. The benefit election change due to a qualifying life event is done through Workday after your child is born. You will be required to provide your child's birth certificate within 30 calendar days of enrollment. If you need assistance with processing this change, you need to contact the CMUWorks Service Center at cmu-works@andrew.cmu.edu or 412-268-4600.

Please feel free to contact us if you have any questions or concerns.

Jan Provenzano
Leaves Manager
Benefits Office – 319 SCR
Carnegie Mellon University
janp@andrew.cmu.edu
Phone: 412-268-5072
Fax: 412-268-7472

Matt McCabe
Senior Leaves Administrator
Benefits Office – 319 SCR
Carnegie Mellon University
mmccabe@andrew.cmu.edu
Phone: 412-268-5899
Fax: 412-268-7472

Enclosures

Appendix D: Parental Leave Questionnaire Results

We first present highlights from the questionnaire, noting recurring themes across multiple respondents' comments. We then provide a summary of responses for other items on the questionnaire.

Highlights from Parental Leave Questionnaire

Question: Please leave comments related to what you would like to specifically see included in the Leave after the birth of a child/FMLA policy for Staff at CMU or what you would like to see instituted in terms of a Parental Leave Policy for staff at CMU (which would also assist fathers and staff who adopt).

Themes Identified by the Committee:

- 1) Paid time off, regardless of status as birth parent or gender
- 2) Include a provision for adoption
- 3) Make the staff policy equal to (or closer to) the faculty policy
- 4) Birth should not be considered a short term disability
- 5) Allow for flexible return-to-work options
- 6) Consider time off before the birth of the child
- 7) Make the benefits documentation (policy) more clear

Specific Comments (from Question 15 below):

- “Obviously I would love to see more paid time off for new parents, both mothers and fathers.” [1]
- “Would like to see reserve sick days able to be used instead of PTO” [2]
- “... include for staff if they adopt they get the same benefit as a natural birth.” [6]
- “With an increasing number of adoptive parents I think that the university should offer 6 weeks of paid leave to those families in the same way they offer leave to those who give birth to children.” [8]
- “Staff are the backbone to this university and should receive benefits (leave, tuition, etc.) equal to the faculty.” [15]
- “I would like the percentage of pay to be increased to 100%. I would also like the staff benefit to apply to non-birth parents thus acknowledging non-normative family structures.” [19]
- “Leave should not be limited to birth mothers only as there are many of us who cannot have family in the typical heterosexual way.” [20]
- “Birth should not be classified as a short-term disability – it should be a maternity leave” [20]
- “The mother should have the option of a (3 days a week return schedule) for at least a month.” [21]
- “FMLA should not be associated with this policy, because starting a family should not be seen as a medical issue.” [27]
- “Paid time off should start the date the leave begins - not 5 days later.” [31]

- "... Opportunity for additional leave with declining salary support up to 6 months." [46]
- "FMLA should NOT have to be shared by 2 staff members who are both employed by the University if they adopt or birth a child." [49]
- "That it could apply to part-time staff." [52]
- "An official stance on telecommuting would be reassuring." [91]
- "In addition to time off after the birth of a child, I feel it is important to have time off before the birth of the child to prepare for this transition as well as to prepare your body physically for what it is about to endure (the last few weeks are physically tolling on your body and depending on your job, this can exacerbate them). More time off would always be appreciated as well as more monetary compensation." [228]
- "First I think the current benefits documentation needs to be a little more clear." [310]
- "Some form of adoption leave for all ages of adoption, also a possible short-term leave for foster parents taking a new placement." [413]
- "Also, the last month of pregnancy is physically and emotionally demanding, and a fragile period for both the mother and unborn child. Ideally, an individual who is pregnant should be able to take leave prior to birth, as this policy would best support the health of the parent and child." [461]
- "Use TES employees to fill in as needed and/or telecommute, work from home, flexible scheduling, job-sharing as options for a new parent." [469]

Parental Leave Questionnaire Results

Staff Council Parental Leave Questionnaire

1. Are you a CMU Staff Member?		
Answer Options	Response Percent	Response Count
Yes, full-time staff	93.5%	1196
Yes, part-time staff	3.8%	49
No, I am faculty	2.1%	27
No, I am a student	0.5%	7
<i>answered question</i>		1279
<i>skipped question</i>		0

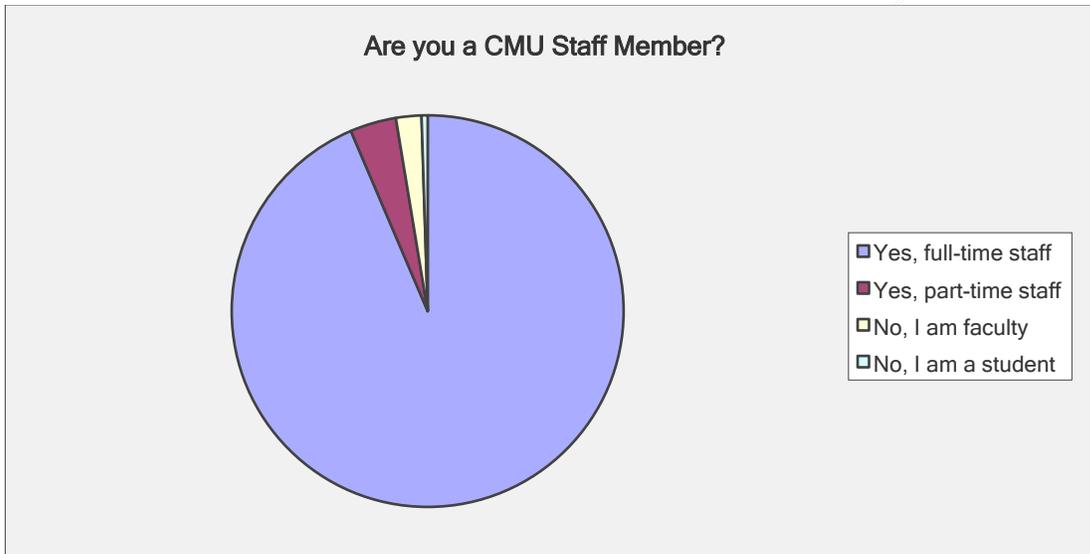


Figure 1: Are you Staff?

Staff Awareness

2. Before today, were you aware of CMU's Leave Policy for Staff after the birth of a child? (Short Term Disability Leave can be taken by the birth mother after the birth of a child, for 6-8 weeks at 60% pay. This benefit runs concurrently with 12 weeks of unpaid FMLA.)

Answer Options	Response Percent	Response Count
Yes	69.0%	821
No	31.0%	368
	<i>answered question</i>	1189
	<i>skipped question</i>	90

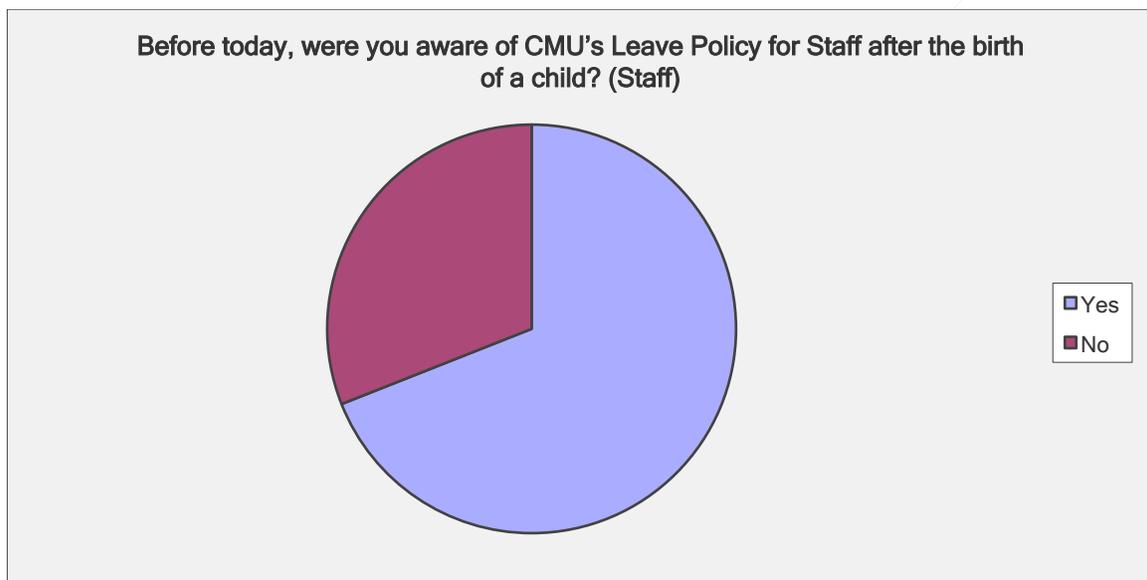


Figure 2: Staff Awareness of Staff Policy

Staff Awareness

3. Before today, were you aware of CMU's Parental Leave Policy for Faculty? (A regular faculty member [tenure-track, teaching-track, librarian and archivist-track and research-track] who is the parent of a newborn child, or who has adopted a child of pre-school age, and who is the primary care giver of the child, is entitled to a one semester paid leave of absence.)

Answer Options	Response Percent	Response Count
Yes	27.2%	323
No	72.8%	866
<i>answered question</i>		1189
<i>skipped question</i>		90

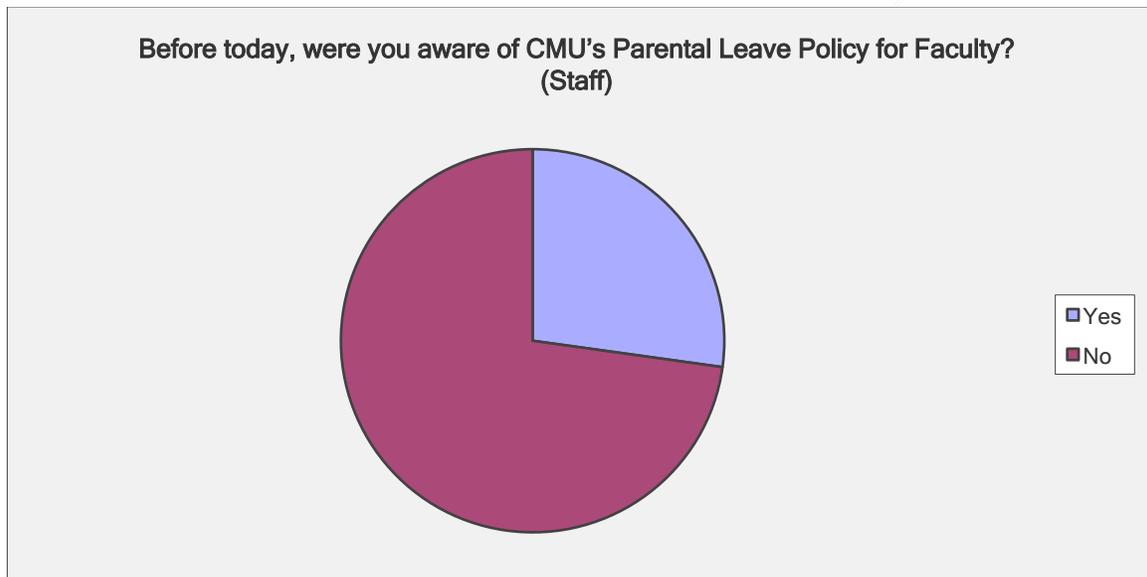


Figure 3: Staff Awareness of Faculty Policy

Staff Awareness

4. Before today, were you aware of CMU's Student Maternity Accommodation Protocol? (A female student who gives birth may take a short-term absence from academic responsibilities up to a maximum of 6-8 weeks, or a formal leave of absence for a full semester. Carnegie Mellon also offers financial assistance to female students who give birth to a child in the form of an interest-free loan and/or a full stipend continuation for 6-8 weeks during a short-term maternity accommodation or a formal leave of absence)

Answer Options	Response Percent	Response Count
Yes	13.4%	159
No	86.6%	1030
	<i>answered question</i>	1189
	<i>skipped question</i>	90

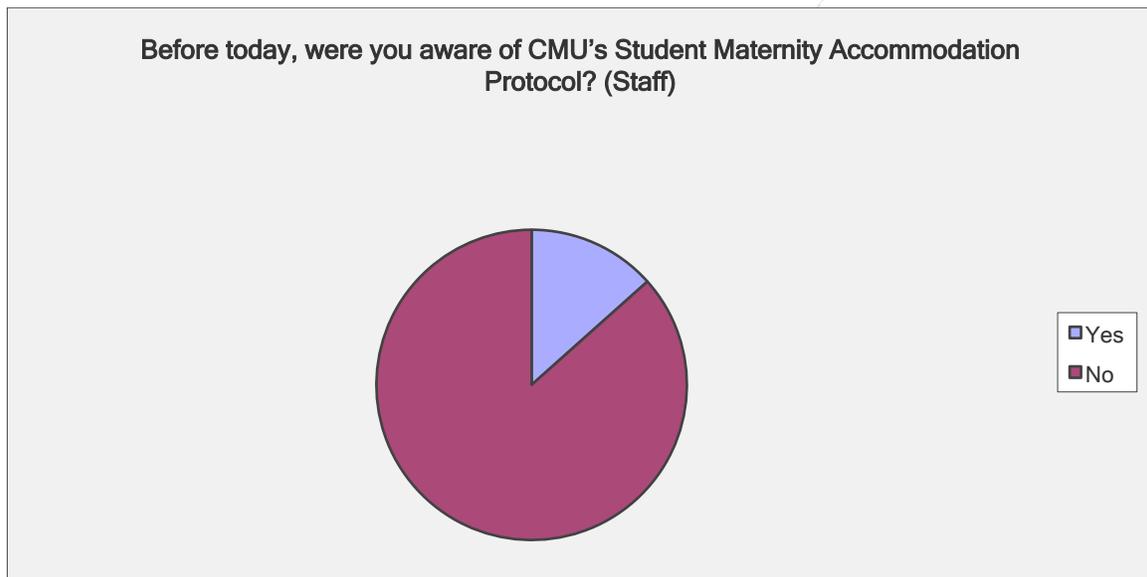


Figure 4: Staff Awareness of Student Maternity Accommodation Protocol

Faculty, Part-time and Students Awareness

5. Before today, were you aware of CMU's Leave Policy for Staff after the birth of a child? (Short Term Disability Leave can be taken by the birth mother after the birth of a child, for 6-8 weeks at 60% pay. This benefit runs concurrently with 12 weeks of unpaid FMLA.)

Answer Options	Response Percent	Response Count
Yes	40.0%	10
No	60.0%	15
<i>answered question</i>		25
<i>skipped question</i>		1254

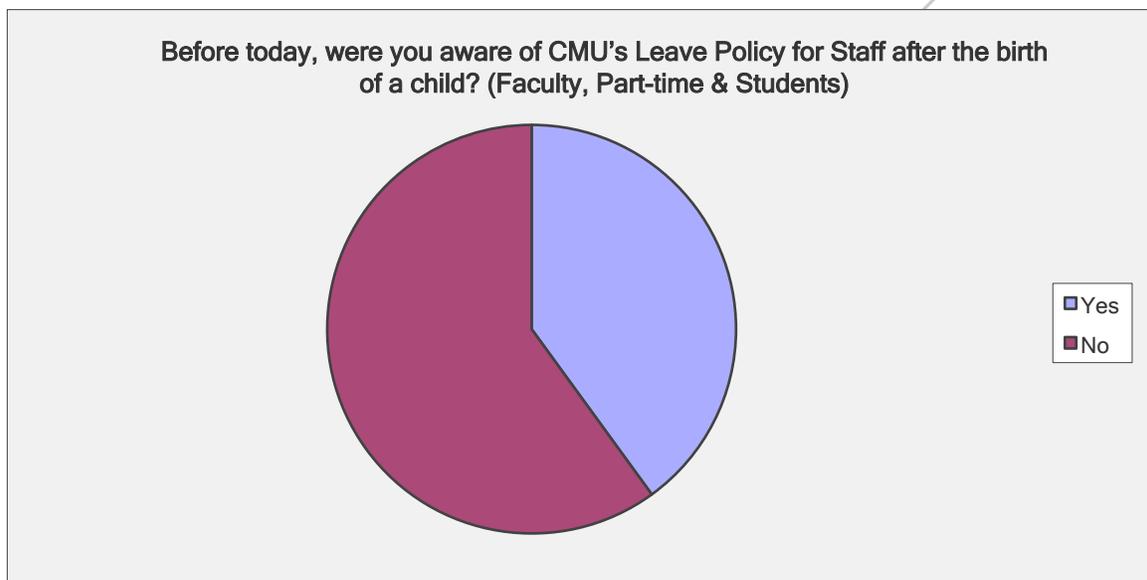


Figure 5: Non-Staff Awareness of Staff Policy

Faculty, Part-time and Students Awareness

6. Before today, were you aware of CMU's Parental Leave Policy for Faculty? (A regular faculty member [tenure-track, teaching-track, librarian and archivist-track and research-track] who is the parent of a newborn child, or who has adopted a child of pre-school age, and who is the primary care giver of the child, is entitled to a one semester paid leave of absence.)

Answer Options	Response Percent	Response Count
Yes	68.0%	17
No	32.0%	8
<i>answered question</i>		25
<i>skipped question</i>		1254

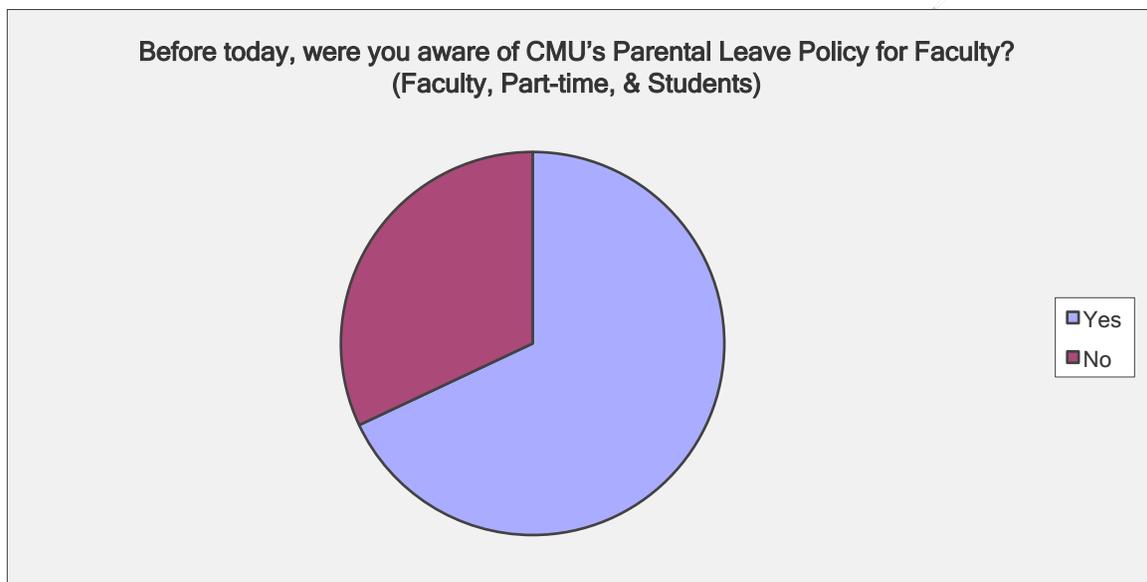


Figure 6: Non-Staff Awareness of Faculty Policy

Faculty, Part-time, and Students

7. Before today, were you aware of CMU's Student Maternity Accommodation Protocol? (A female student who gives birth may take a short-term absence from academic responsibilities up to a maximum of 6-8 weeks, or a formal leave of absence for a full semester. Carnegie Mellon also offers financial assistance to female students who give birth to a child in the form of an interest-free loan and/or a full stipend continuation for 6-8 weeks during a short-term maternity accommodation or a formal leave of absence)

Answer Options	Response Percent	Response Count
Yes	32.0%	8
No	68.0%	17
<i>answered question</i>		25
<i>skipped question</i>		1254

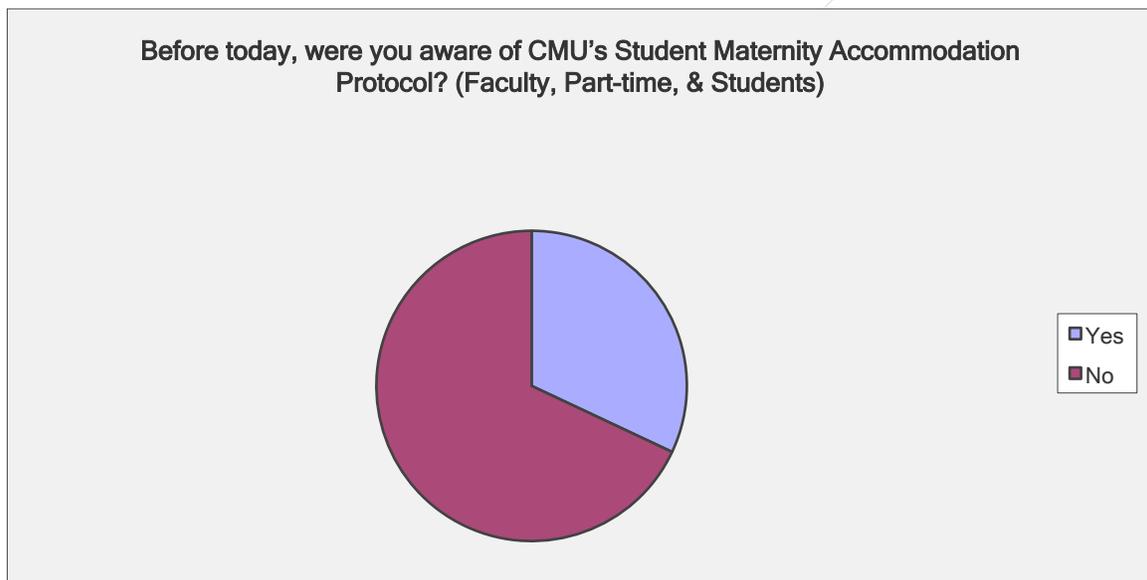


Figure 7: Non-Staff Awareness of Student Maternity Accommodation Protocol

9. Have you taken, or do you plan to take leave (FMLA) for the birth or adoption of a child, regardless of whether you physically gave or plan to give birth?

Answer Options	Response Percent	Response Count
Yes, I have taken it	19.2%	202
No, I have not taken it, but I do plan to take it	15.1%	159
No, I have not taken it, and do not plan to take it	47.8%	502
I am unsure	11.4%	120
I am not eligible to take it, based on the FMLA policy	6.5%	68
<i>answered question</i>		1051
<i>skipped question</i>		228

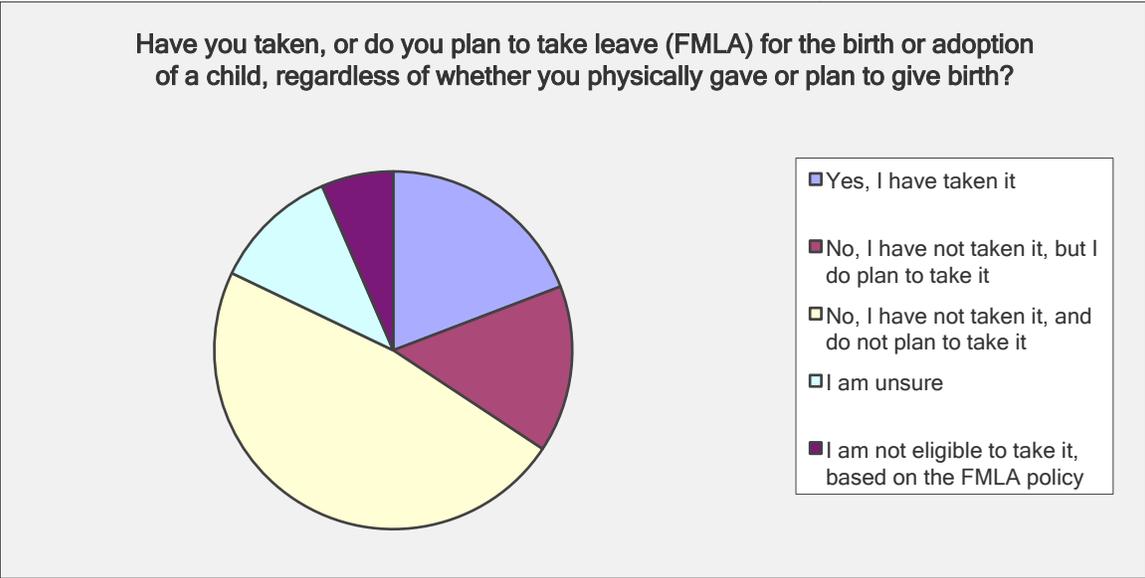


Figure 8: Use of FMLA

10. How satisfied are you with CMU's current Leave Policy for Staff after the birth of a child?

Answer Options	Response Percent	Response Count
Not satisfied	51.1%	537
Neutral	25.0%	263
Satisfied	8.9%	94
This topic does not affect me	14.9%	157
<i>answered question</i>		1051
<i>skipped question</i>		228

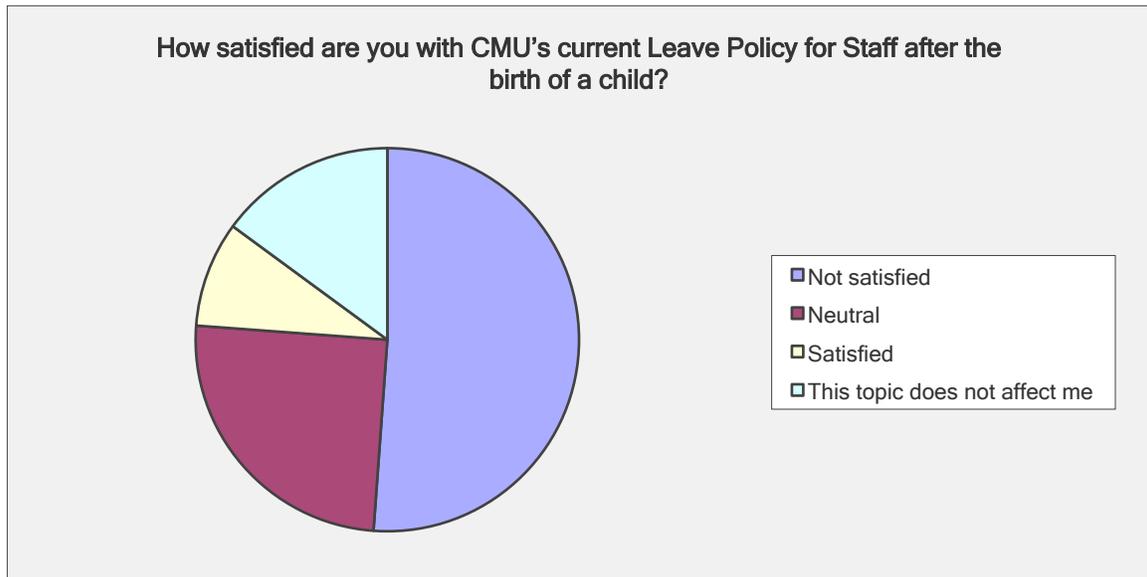


Figure 9: Satisfaction with Staff Policy

11. What is your age range?		
Answer Options	Response Percent	Response Count
20-30	19.1%	201
31-40	36.8%	387
41-50	20.5%	215
50+	23.6%	248
<i>answered question</i>		1051
<i>skipped question</i>		228

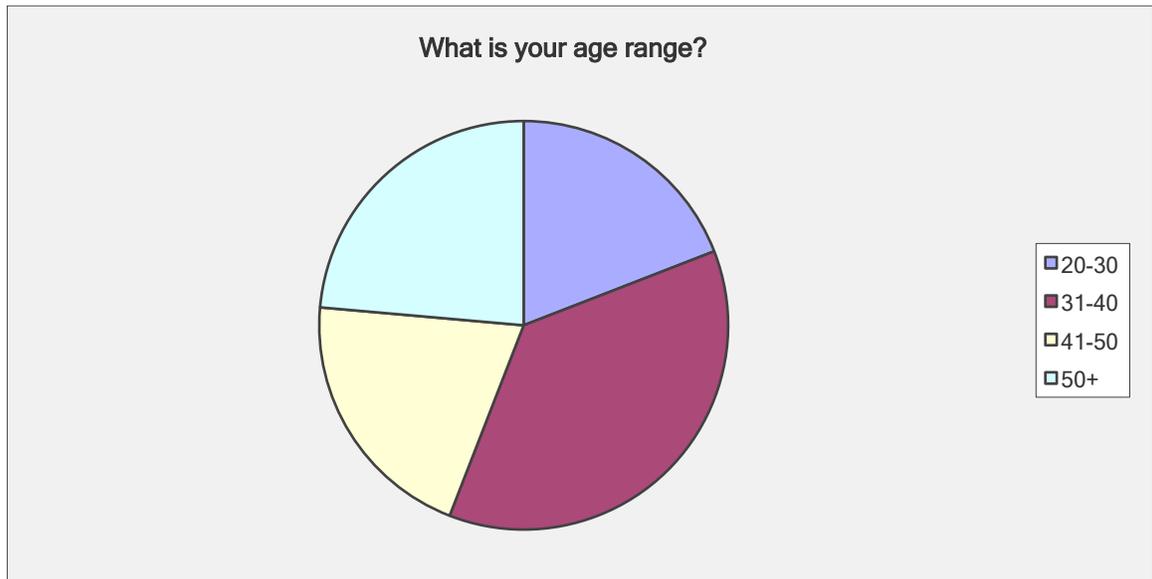


Figure 10: Ages of Responders

12. What is your gender?		
Answer Options	Response Percent	Response Count
Male	35.8%	376
Female	62.7%	659
Non-binary/third gender	0.2%	2
Prefer not to say	1.3%	14
<i>answered question</i>		1051
<i>skipped question</i>		228

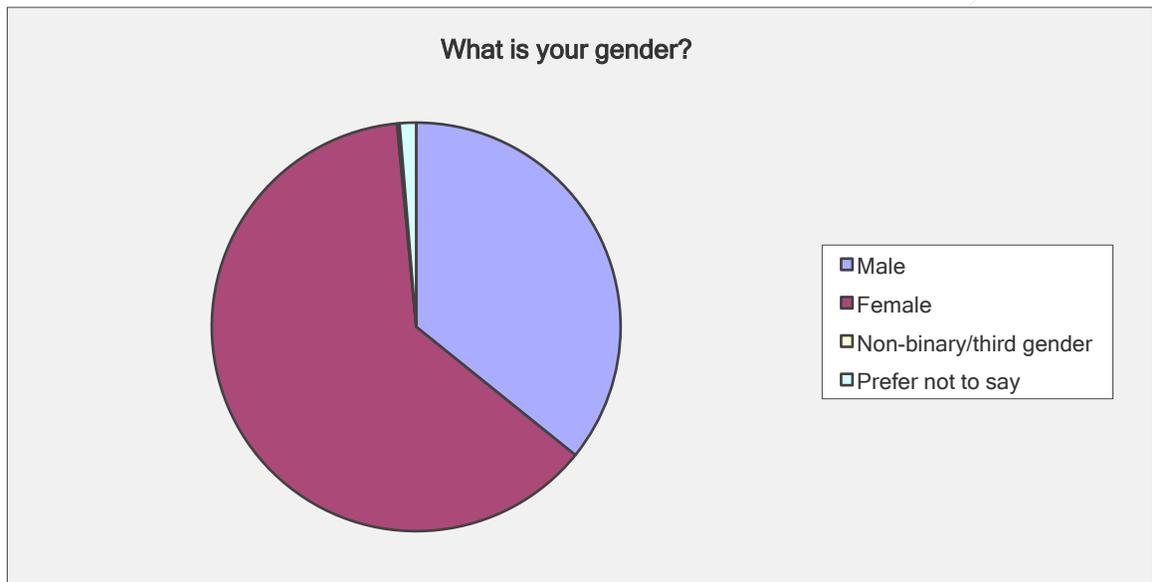


Figure 11: Gender of Responders

Staff Experiences

14. Please leave comments related to your personal experience with Leave after the birth of a child/FMLA at CMU.

	Response Count
	380
	answered question: 380
	skipped question: 899

Number	Response Text
1	I have taken leaves after the birth of two children, and both times I was amazed at how paltry it was for staff at CMU, a university that prides itself on being inclusive and trendsetting. I was also disappointed that STD Leave is NOT 6 weeks of 60% pay, but only 5 because of the 1 week waiting period. Please invest in the people that make this university great at all levels! However, my interactions with HR were always positive. They replied to emails and phone calls promptly, always ready to answer my questions.
2	Have taken FMLA time for medical care of a child, but time comes from PTO days
3	My wife recently gave birth and i took PTO for a week when the baby was born then 3 days when he came home from the NICU.
4	Upon return to work, my work assignment was not updated, so I didn't receive my pay when I should have. (it was monthly pay at the time instead of every 2 wks)
5	I took maternity leave after the birth of my child in May 2016. I started my job in January 2016, when I was already into my second trimester. The details of my leave were worked out soon after I started, but because of my start date, I was not eligible for FMLA. I took my 6 weeks STD and was told that arrangements for additional leave should be worked out with my supervisor/department. In total, I took 14 weeks leave, most of it unpaid. I do think that leave as a whole is handled here about as well as in the rest of the country, which is to say -- it's not ideal and I think more could be done. But I don't necessarily fault CMU. The set-up was way better than at the job I left.
6	60% pay feels very punitive
7	NA
8	None
9	I adopted 2 children between 1999 and 2001 and it was very challenging for us with no paid leave for adoptive parents. I was not in a position where I could take off a significant amount of time unpaid, and had to use PTO and had to hire a nanny and put our children into daycare before I ideally would have wanted to.
10	My husband and I both work here, which means we were required to split the FMLA time. Because I had a c-section, this meant that he had to use part of his time to stay home for the first two weeks with me, as I was unable to walk up and down stairs without assistance. Our child is in the Cyert Center, which will not take babies under 3 months. Having parents split the time means that we were left with a month with no care options on campus and no legal protection for our jobs. Also, my husband has time in the "Reserve Sick Bank" and was NOT allowed to use that time for paternity leave. Apparently that time can only be used if you have an illness longer than two weeks, not a spouse or child requiring care.
11	N.A.
12	N/A
13	My personal experience with the FMLA at CMU was extremely unpleasant. My leave happened to be during the winter holiday break and since I get paid only 60%, all of my holiday days also were cut to 60%. I had to use all but 5 days before starting intermittent leave, wich forces me to take days when we don't even get sick days (if my child gets sick or I get sick, I won't have any backup). The directions for the FMLA were not clear on the follow up within Workday, and after

	<p>workday didn't catch a mistake, my newborn had CMU health insurance until the HR realised that there was a mistake in the system and took away a 6-month-old baby's insurance. HR only offered COBRA as help.</p> <p>Women forced to go back to work after 6 weeks because after getting paid 60% for 5 weeks and 0% for the first week ("waiting period") + getting paid only 60% for Christmas/New Year, leaves them with a newborn and extremely limited income.</p> <p>Lastly, I think it outrages to make people take "paid FMLA/PTO days" this does not make sense. It's either PTO or non-paid FMLA, but not together, where staff feels under pressure to use both options. I was told to use both FMLA/PTO in order to finish continue using my FMLA days if I have more than 5 days in PTO saved.</p>
	<p>I came from an institution that covered leave 100% for 6-8 weeks. They also did not REQUIRE you to use up PTO days before the intermittent use of FMLA days. So although I'm grateful that CMU at least gives some compensation, it is less than what I experienced in the past.</p> <p>I do not agree that a staff member should be required to use all but 5 PTO days before you can use intermittent FMLA. A baby is regularly sick the first year or two years his/her life, and therefore, so are the parents. That's the time when you NEED PTO days.</p>
14	
15	I was required to use all my vacation days before short term disability kicked in. Then I had to rely on 60% of salary.
16	Wasn't aware that leave policy not consistent across campus for everyone.
17	No experience, but I am certainly in favor of parental leave for mothers and fathers.
18	I don't have any personal experience as of yet, but as someone who is planning for children in the next couple of years, as a staff member, I am greatly dissatisfied with what my options and accommodations will be with the current policies in place.
19	My wife recently gave birth and I took two weeks off to make sure I was able to support her recovery and help care for our child. This wiped out all of my PTO and floating holidays.
20	N/A
21	friends have been impacted who did take a leave, the fact that it's 60% for the parent seems like a financial punishment for having kids, should be full pay, like faculty. Also, does not specify for paternity leave. We should be doing so much better than what we have.
22	None.
23	When I had my child 6 years ago, I took the mandatory STD leave at 60% pay, but once that was completed, I "came back" to work (opting out of FMLA) and took about 1.5 months worth of PTO I had accrued so that I could receive 100% pay. This was necessary given my financial situation at the time, I would not have been able to take any additional time off at 0% pay as I was the sole supporter of my family. However, I understand that this is not something that staff members are not permitted to do anymore.
24	I am thankful that I was able to benefit from the 12wks of FMLA, by law. I do wish that the paid leave actually started the first week of the 6-8 weeks of short-term disability (i.e. the first 5 days needed to be taken as PTO or unpaid before the 60% kicked in). And I personally don't like that it's called, 'short-term disability,' but don't know if this is a standard term for the birth of a child versus maternity/paternity leave.
25	While I understand, Faculty tend to have more education and their appointments include the uncertainty of a contract- I find it completely unfair that Faculty may take a full semester to tend to their newest family members; and staff are not afforded the same luxury. Moreover, if I understand correctly, this is offered to male or female guardians (excuse me if I'm mistaken). Regardless of the latter comment, my opinion on the unfairness between Faculty v. Staff appointments, still stands. I am a hybrid: I am Staff, and I teach; but I will never be considered Faculty, until I receive a Master's Degree and I'm hired formally as a Faculty Member for a given dept. The instruction, experience, and information I offer as an Instructor, has proven extremely valuable and rare. Yet, I will never receive the respect (or

	the benefits, apparently) of a full-time Faculty Member. (Until I complete a Master's Degree, which is beginning in Fall 2018)
	Is a faculty child in more need of a parent's care than the child of a staff member?
26	No. The the policy should be the same.
27	The HR staff is very informative and helpful with the leave process. However CMU's policy on maternity/paternity leave is not competitive. My two previous employers offered 100% paid 12 week maternity/paternity leave.
28	I think the benefits for women are pretty spectacular.
29	The staff in HR processing leave arrangements and answering questions are fantastic! They ensured it all ran smoothly for me and I certainly appreciated their expertise and kind consideration. In contrary, my experience with returning to work after the birth of a child was extremely difficult. The lack of sleep, postpartum depression combined with expectations to be 110% from the day I returned were debilitating. My health declined significantly and I felt that I could not get caught up at home or at work for a long time. My happy baby became difficult and slept even less. Studies show that longer and paid maternity leaves are better for the health of both the mom and the child. After I had my first child, it took me more than 6 months once I returned to work to get back to the level of productivity that I had prior to becoming a mother. More time off (to allow the family to adjust to a healthy sleeping routine, heal physically and mentally) would improve output once the family member returns to work. 6-12 weeks is entirely too soon to return to work and expect a fully functioning employee!
30	N/a
31	N/A
32	New father's, as well as mother's, should be able to take parental leave. I did not have that when I was a young father and would have enjoyed. This women only rule feels discriminatory.
33	I found the ability to use FMLA on an intermittent basis to be very helpful. I did however find it slightly demeaning that the university considered pregnancy/childbirth a 'disability' requiring Short Term Disability status.
34	More progressive parental leave policies should be modeled by CMU a world class institution.
35	None
36	I was 70% (part-time) at the time and had to take FMLA (unpaid) due to the absence of paid benefits for part-time employees. In addition, due to my part-time status, I had no PTO. Colleagues who were full time during leave have also struggled with the current policy.
37	N/A
38	It's false advertising to say short term disability is for 6-8 weeks since a week of that must be unpaid leave or vacation days before the disability payments will kick in. The entire policy is insulting to a new parent. CMU really needs to step up and offer paid leave to staff. Faculty have so much more flexibility than staff since, more often than not, they are able to take much longer paid leave...and have the ability to work from home. Certain staff are not even permitted to work from home. I find cmu's policy to be outdated and embarrassingly stingy for a nonprofit institution without justification.
39	Faculty should not be treated any differently than staff in regards to Leave after the birth of a child/FMLA.
40	My child had complications after birth and I took a leave for a year. Then subsequently had second child and became a stay home mom. Returned to CMU 8 years later.
41	6-8 weeks is not enough time to recover from giving birth, and having to take an unpaid week and then getting 60% salary was very difficult.
42	Although I understand and agree that FMLA is needed the concern with the absence is that it relegates the work of the individual on leave to others in the office without compensation, additional assistance or understanding from some members of the campus community.

43	Full pay for 3 months of leave
44	I supervise employees who have used this leave policy. It doesn't seem to be enough time, and I was surprised to learn that one must use at least one week's vacation.
45	NA
46	I had my son 24 years ago and I did take short term disability. I had saved up my PTO for 100% pay for the rest of my leave.
47	I have had a few coworkers take leave for the birth of their children. However, it always 1) doesn't seem long enough when covered by the university; usually it is supplanted by paid time off and 2) seems strangely specific for hours and location of work. I have seen more support for staff members with new children be based out of the goodness of the employer than from the university policy. The employer seems much more willing to work with employees (especially fathers) than the university.
48	My personal experience was very difficult in terms of the "leave" after the birth of my child. My husband and I do not have any family in the area so after my STD of eight weeks was done, I had to return to work shortly after and put my 10 week old daughter in daycare. She had many illnesses and I missed a lot of days over the first several months back to work in order to take care of her. I was miserable and I had a tremendous amount of guilt. I do not feel the leave time here was adequate to make this transition in my life any easier.
49	I took advantage of FMLA after the birth of each one of my children (2009, 2011 and 2014). 60% of salary continuation for 6-8 weeks was fine; its industry standard and accepted. I had been with CMU for several years before taking leave in 2009 so I have a healthy PTO bank which helped off-set some of the unpaid time off I took to equal 12 weeks off. Jan Provenzano and Matt McCabe in the Benefits Office are awesome!
50	The University should make every effort to ensure that new Moms and Sads have time to spend with their newborns!
51	My experience with leave for the birth of my first child was good. There were no issues paperwork or receiving the right amount of pay. I chose neutral for question 2 because I recognize that CMU's policy is very good compared to other businesses. I know lots of mothers who have had to return to work within 6 weeks and not been given pay. However, even 12 weeks off may not be enough, and it would be nice to have a better option.
52	I'm surprised that tenure track professors receive more time off with greater pay than staff following the birth of a child.
53	N/A
54	None
55	I have already had two children during my time at CMU. There is no benefit provided to fathers (Staff) at this institution, which is a complete joke. The only leave I had was the two weeks of PTO that i used. CMU is so far behind in terms of benefits offered to employees with children, its very embarrassing.
56	The current short-term disability benefit only covers women who give birth to a child, effectively eliminating any sort of paid support for parents who do not fit this category. With that said, I would not be able to utilize the current "policy" (or lack there of). Furthermore, a reduction in pay during such a cost-intensive time adds undue stress and hardship to the employee, both at work and at home. Productivity simultaneously suffers.
57	I have no personal experience unless you count the additional responsibilities added to my position due to someone else being on maternity leave. You get used to the added duties after a while.
58	I do not have children, nor do I anticipate having any, but I would like the opportunity for paternal leave should I ever have children and am their parent or legal guardian.
59	n/a
60	when I took FMLA after the birth of my child, I had to take all my vacation time and did not receive any other payments. This was during the early 1980s so the benefit package was different.
61	I think the amount of pay and the leave time is way too limited.
62	I have not had children yet, but do plan to in the future.
63	Not applicable
64	No experience
65	Staff and faculty should receive the same Leave after the birth of a child. Everything equal.

66	I do not have children yet, but a more robust parental leave program would encourage me to stay working here.
67	While generally Carnegie Mellon offers strong benefits to it's employees, as a staff member, to receive just 60% of one's pay and then be faced with the option of unpaid leave, is not ideal. For a staff member in their first 10 years of their career, to take unpaid time off is sometimes difficult. It costs a lot to have a child in the first place. One of our kiddos spend time in the hospital right after being born and we had \$5,000+ in medical bills due to that stay. I chose to use some PTO time in place of the unpaid time off - which left me, the mom and main caregiver when it comes to doc appts, etc, with less time to take off later when my children get sick for example.
68	None
69	My first experience, I was only with the organization for 9 months, so I only qualified for STD. I got 8 weeks off under the STD policy and would have liked more time to recover. My manager did allow me to work from home two days a week for a few weeks, and that was immensely helpful -- but I don't think it was officially sanctioned. The second time, I had 6 weeks of STD and the remaining 6 weeks of FMLA because I had been with the organization for 3 years by that time. While the extra month off was helpful, it still is an incredibly short time to recover from birth and acclimate to caring for an infant.
70	Had our kids before working at CMU, so N/A.
71	NA
72	I don't have personal experience yet.
73	n/a
74	I've had no personal experience but am glad to be informed of the current policies.
75	It was misleading indicating 6 weeks of short term leave after taking a week of PTO. It was actually FIVE weeks. Your 1 week of PTO counted in the six weeks. And 60% is of course difficult especially in a costly situation as this. For my 2nd child, I took only PTO
76	I do not currently have any experience with the policy.
77	CMU should strive to exceed the minimum. We should offer competitive maternity and paternity leave policies to keep pace with tech industry competitors.
78	The staff person in Benefits who I spoke with after the birth of my children was not pleasant at all. She asked me when my "disability" started. How can one ever refer to the birth of a child as a disability? She was rude and unhelpful. Most new mothers are already a bit emotional and to have to work with someone like that did not put a positive spin on the situation.
79	I had available to me many days in my reserve sick day bank and used much of those for my leave. If I did not have that, my leave would have been financially difficult.
80	I feel that mother's need more time off with their newborn. Only getting paid 60% for 6 weeks is not enough. I think that we should be paid our full amount and also for 12 weeks or more. It's not fair that we don't accumulate PTO either. Since we only get paid 60% we should at least get to accumulate our PTO.
81	I remember my ex (who worked at CMU) took 3 months off for the birth of each child. I wasn't employed here at that time. Vague recollection.
82	I have no experience with leave at CMU
83	As a staff member, I have adopted a child --- I was not entitled to take short term disability since I physically did not give birth. I feel this is discrimination. I was not able to take FMLA due to financial circumstances.
84	No comments - my children were born before this benefit was in place or I wasn't aware of it. I used vacation time that I had saved when I was off after the birth of my children.
85	CMU policy is quite generous compared to other employers, but we as a country need way more and we need to have maternity leave legislation on the federal level that gives people the opportunity to properly take care of the child and give mothers who gave birth to heal properly.
86	Twelve weeks of mostly unpaid time off is an entirely inadequate amount of time for a new mother to return to work. We return to work sleep deprived, heartbroken and consumed by intense feelings of guilt. We are neither good mothers, nor good employees after such a short amount of time. Being classified as temporarily "disabled" after birth was infuriating, inaccurate and insulting. I did not feel like nursing after I returned to work was an option, as

	there were no spaces for pumping or storing breast milk. Finally, the wait list for the Cyert Center was extremely long and my first child did not get in until he was 3.
87	Having to 'save' days of PTO in order to accommodate for the 5 days of being out prior to short term disability kicking in always seemed unfair to me although I believe that is law and not CMU policy. Having to take 60% of your pay for 6 weeks and then no pay during FMLA is a burden - especially at a point in time when your expenses can skyrocket with all of the expenses that are associated with a new child. I never expected it to be any different but it was certainly not a bright spot associated with having a baby or multiple babies as the case may be.
88	The trend in most work places is to give much more time. When I had my children I took 6 weeks off..... that is not nearly enough time!
89	I gave birth 4 weeks earlier than expected and the process of getting set-up for short-term disability and FMLA was pretty easy.
90	N/A
91	My wife has had two children while employed at Carnegie Mellon. It is disappointing that there is no leave for fathers, and I think the current policy for staff (moms) is unacceptable.
92	I took 12 weeks off after the birth of my child. I had to use PTO and then STD at 60% pay. I then too about 1 month without pay for a total of 12 weeks. The lack of pay was a hardship.
93	None; does not apply to me
94	no experience, had son before joining CMU
95	My husband and I are in the process of adopting our child. Because this is an adoption, I have no option for paid leave as a staff member at Carnegie Mellon. However, faculty do. They get the privilege of taking a full semester of paid leave to be with their child. I began asking questions to CMU HR in March 2016 about the discrepancy between faculty and staff, I've done research on adoption friendly and supportive peer institutions, and I've submitted a proposal that includes both adoption assistance and paid parental leave for adoption. Adoption is a huge financial commitment and now that I am actually going through it, I understand first-hand that adoption not only requires the care of an infant, but tons of paperwork, meetings with social workers and birth parents, countless phone calls and meetings. All of this requires time. Having to take unpaid leave during such a stressful and special time when I am building my family just as other staff birthparents do and faculty adoptive/birthparents do, who do get the option for paid leave, feels really terrible. It makes me feel the way I am building a family doesn't count, like our child doesn't count. The unfair discrepancies that have existed for over 15 years between faculty and staff should be examined and remedied.
96	I've taken three leaves after the births of my children. 6 weeks of STD at 60% salary was difficult to manage in all three cases, especially financially which resulted in coming back to work much sooner than I would have since my family could not afford to take advantage of the full unpaid FMLA time. The faculty benefit is so much more accommodating, supportive and generous. It would be very nice to have more done for staff in this arena.
97	As a staff member providing the sole income source for my family, I was financially unable to take unpaid leave after the birth of my children. I was able to save up 2 weeks PTO by forgoing any vacation so that I could assist my wife with her recovery, but the lack of vacations meant added stress during a time when being able to take a break would have been the most welcome. Saving up this PTO was made more difficult because of the additional days off to accompany (and transport, as my wife neared her due date and became less able to drive) my wife to prenatal doctor visits.
98	I have not had personal experience with the policy because I haven't had a child yet, but in the upcoming years, I plan to start a family with my husband. CMU's policy is not comparable to competition or to the policy at other places that I have worked. Unless it changes to better meet staff needs, I would consider leaving the university for another position at an organization with a better policy. I highly value my job here at CMU and would hate to leave, but I have to put my family first.
99	The time flies by and they are so small. It would be nice to have a period of time allowable to work part time without losing your full time job.

100	I am an expectant first time father, so no direct experience yet.
101	I was fortunate with my first child that my boss at the time allowed me to take an extra 4 weeks of personal leave. That did not happen during my second leave, even though I had complications in healing from my c-section.
102	As full-time special faculty, who is claimed as a faculty member by the faculty handbook yet not covered currently under faculty leave policy, not represented by them in faculty Senate (and status of coverage in staff council is under debate from what I understand), I am left in a very odd situation. I would obviously prefer the greater latitude and financial arrangement in the faculty leave policy as it grants more time yet no wage loss.
103	It was difficult to come back to work so quickly (after 12 weeks), but financially it was necessary.
104	N/A
105	I went through this process when I had my son years ago. It was extremely hard.
106	I have been on leave for the birth of two children. My biggest complaint is that the 12 weeks of FMLA was required to be SPLIT by my husband and I because we both work for CMU, but different departments. So in order for me to have a full 12 weeks off (6 weeks STD and 6 weeks unpaid) my husband was left with zero days to take for the birth of our child. If we worked at different Universities, say one worked at Pitt and one at CMU, we would both be eligible for the benefits separately. I had to go through a lot of work and meetings and emails to have my department grant be a 3 week personal leave so that my husband could enjoy a few days off with our new baby and help me. Due to this personal leave the system processed a lapse in our family dental coverage, which shouldn't have happened. We went to the dentist during that month and had to jump through more hoops to get the bill taken care of. It's all been stressful, rather than a nice break for our family during a special time.
107	I have no personal experience.
108	It is crazy that it is advertised that you get 6 weeks paid leave at 60%, but in reality, you have to take the first week unpaid leaving you with 5 paid weeks. In order to extend my leave to 4 months, I didn't use any PTO during my leave and stayed off for an extra month, but I had to do some crazy thing in which I had to come to work 1 day in that fourth month to get benefits.
109	For women who are pregnant, there should be some provision to allow them to start leave prior to birth, not have to work right up until she gives birth. The last month is rough on the mom, even if the pregnancy is healthy. This idea that women should work up until the last second is a bad one and I believe could cause future problems later on for the health of the mother. The option right now would be for the mom to take vacation days before birth... that said, I personally didn't want to as I wanted to have as much saved for after the birth to spend time with the child. There should be more flexibility there.
110	The best part of my leave was that my managers were 100% supportive of taking the full 90 days off to be with my children. That piece of mind meant more to me than anything!!
111	I do not have personal experience.
112	I know this is important for many many colleagues so it should be prioritized by HR/University
113	Having only 12 weeks with my newborn was not nearly enough. She had to go to daycare before she could even hold her own head up. As a woman, I felt like a failure having to give my tiny baby to strangers to take care of her - that was my job and one that I feel was taken from me. My husband and I took a hard look at our finances and me leaving my job would just not work. 12 weeks is not enough time for bonding, not enough time for really getting the hang of breastfeeding, not enough time to spend with just your family - welcoming your new little one after all the hype and visits are calmed down. Not enough time. I will forever regret that I couldn't give up my job to stay home with my newborn daughter. It boggles my mind that we tell women they can have it all and then don't support their decision to have children by allowing them proper time to spend with their young baby. I cried every single day driving into work for at least six months after returning. I experienced my baby preferring her daycare teacher over me. My heart has broken so many times, I've lost count.
114	Many organizations that are either peers of CMU or attract the same talent as CMU have

	generous maternity and paternity leave programs that go above the current CMU leave policies.
115	<p>Although I have not taken leave after the birth of a child here at CMU, the staff policy was a major concern for me when deciding to take this job offer. It seems incredibly unfriendly to new families, and I wasn't sure if I wanted to work at a place that didn't seem to value the time needed for a new family to bond and get used to the "new normal" without having to worry about significant financial burdens.</p> <p>Especially with so many large tech companies opening offices in Pittsburgh over the last 5-10 years, CMU will need to be competitive with their benefits. While we may never have the family leave benefits that Google offers, what we do have is not anywhere close to these tech company standards.</p>
116	<p>I haven't experienced Leave after birth of a child or FMLA at CMU myself, however I have worked very closely with women who have taken a leave after the birth of a child. As a staff member, it always breaks my heart to see women take a pay cut in order to spend quality time with the birth of their child. Not only are they healing physically from child-birth, but they are also healing emotionally. I do not believe that staff should receive less of a leave opportunity than fellow faculty members and in my opinion this creates an unspoken ranking of who is most important in the University community.</p>
117	<p>I received technically 6 weeks of paid leave and then 6 weeks of unpaid leave. However, the first week of paid leave had to be taken out of my paid days off. I was not fully healed after 12 weeks either. Given the leave policy at other Universities, I'm quite disappointed in CMU's policy.</p> <p>Additionally, after the birth of my second child, I requested part time back so that I could extend some of my FMLA time. The amount of extra paperwork required and the seeming annoyance of HR to oblige my request may have been enough for me to give up (in fact most of my colleagues did not even try to take part time back for these reasons).</p>
118	<p>As a father, I have found the lack of paternity leave at CMU to be one of the most disappointing aspects to working at CMU. I was given the legal bare minimum, and having no paid leave was a huge detriment to me and my family. CMU often makes employees feel valued, but this policy did the exact opposite.</p>
119	<p>Unpaid leave is not doable for single income families and barely doable for dual income if one is reduced to 60% per disability and the other is unpaid. I was able to use PTO and flexible work to accommodate the birth of my child. But, I'm aware this option isn't always available to all staff. The other concern is the perception of lost productivity. While FMLA protects me legally from action, this doesn't change the potential perception of taking extended leave. Ultimately, the combination of the two factors - financial and perception - lead me to work alternate arrangements from my desire to take a Leave of Absence to spend time with my new child.</p> <p>I also think the relative comparison to faculty further drives a division between faculty and staff - knowing that faculty can get a full semester, paid, made me continue to feel like a second class citizen and lost in the general rhetoric surrounding the University. Most of it is related to students and faculty - staff is potentially an under represented group that significantly supports the University's operations and long term sustainment.</p>
120	<p>I am currently pregnant and am very disappointed in CMU's maternity leave policy. Other companies across the US have been updating their policies to allow both moms and dads more baby bonding time, fully paid. I want more time with my baby once she is born without having to worry about finances. It is also upsetting to know that if I was put on bed rest before the baby comes, that would count as part of my 12 weeks leave.</p>
121	For CMU to stay competitive in the tech industry, we must revamp our policy.
122	I have not personally taken any leave/FMLA while at CMU.
123	N/A
124	I have no personal experience with the policy.
125	<p>It would have been nice to have longer than 8 weeks leave.</p> <p>It would have been nice to have the CMU holidays added on to my leave. My child was born on 10 December. My leave included all of the dates that are CMU holidays. It would have been nice to have those 4 days to stay with my newborn.</p>

126	I worked for CMU for the birth of 1 child. I needed to take PTO for a majority of the time that I took off after that birth. I believe that I was granted 2 or 3 days paternity leave.
127	The fact that FMLA was available is good to know, but not particularly helpful. I just squirreled away PTO and used it when we adopted.
128	I used my own PTO following the birth of my child.
129	I have had children born while working here and used PTO to cover my absences related to the births
130	Thankfully, I have not had experience with Leave after the birth of a child.
131	I will be out on leave very shortly for the birth of our first child. It has yet to be determined how I will deliver therefore dictating whether I have 6 or 8 weeks of leave. My husband and I are trying to figure out how long we can afford to have me out of work as I am the breadwinner in the family. It would be nice to have additional time and money so as not to have to make the decision based on money whether I get to stay home with my newborn daughter. I personally struggled though 5 miscarriages so to be pregnant successfully is truly a miracle & instead of having a "semester" home with her like a faculty member would have - I will be forced back at 8 weeks simply because of money.
132	I adopted an international child and needed to take leave. I had to save up my PTO, as I could not afford to take FMLA, which would have meant leave without pay. This is a difficult situation to be in as a parent, and a hard choice to make. FMLA is a base, but leave with pay would be a lot easier on the family.
133	I was able to be on leave for 12 weeks to care for my newborns. My experience at CMU was satisfactory.
134	I was fortunate enough to not work after my children were born. I think we need to give more support to young parents. I believe at least twelve weeks of parental leave should be offered to everyone.
135	6-8 weeks at 60% with a 1 week unpaid (unless you use PTO) waiting period only equals out to 5-7 weeks of 60% pay; this was very financially difficult to take advantage of the full 12 weeks of FMLA. I took FMLA after my child was born and came back to work at 7 weeks, almost 2 years later and I can tell 7 weeks was not enough time for myself or my child.
136	I used FMLA for the birth of a child but only for a week since it does not include pay (I used up all of my PTO to add to this). CMU staff was helpful in getting it set up and approved.
137	I adopted my son 11 years ago and was not permitted the benefits equivalent to that of a birth mother. I think this is an unfair policy that the two are treated differently. That 6 weeks of maternity leave should focus on bonding as a family and nurturing your new born child. I hope the University considers changing the benefits that a new mother (birth or adoption) receives the maternity leave benefit.
138	It would be nice to see some benefit offered to fathers of newborn children. If nothing else, at least 3 days off similar to the death in the immediate family benefit. As it stands now, fathers either have to rely on saved PTO or they may be forced (financially or otherwise) to return to work when their spouse and child probably need them elsewhere. In my experience, my wife was in the hospital for 1 week following the birth of our daughter, and my daughter remained in the NICU for 2 weeks. I had PTO built up, so in my case it wasn't a big deal. But if I didn't have PTO saved up, then I would have either had to head back to work early or take the hit financially.
139	I feel maternity leaves should be longer, and paid. 12 weeks is not enough time, especially for a first-time mother, to get back on her feet, get enough rest to work productively, and have to separate from the baby for an entire day. Not to mention, most mothers are also breast feeding at this point, and the lack of maternity rooms in each building is disheartening. I had to pump in a storage closet for both of my babies.
140	It was easy to figure out what I needed and take the time when my baby showed up 11 days early. Because of the spending PTO policy first I haven't felt like I could take advantage of the FMLA after the first large chunk of time.
141	Where do staff fall within the Faculty Parental Leave policy? Appears that staff would either have to take this own leave or use short term disability.
142	n/a
143	N/A

144	My kids were born before I joined CMU but I manage a group of 25 (mostly research) staff and many have had children while working at CMU. As a manager, I wish there were a much more flexible family leave policy and I wish they we could grant longer parental leave for both new mothers and new fathers. As far as I can tell, there is no policy that allows a father time off with a newborn (for staff) beyond taking time off and the policy for mothers is limiting. The use of "short term disability" is also somewhat strange as being a new parent shouldn't be a consider a disability (nor should being pregnant).
145	I took FMLA at a different organization after the birth of my child. It was great.
146	I think 3 months of STD would be more appropriate. Having taken 8 weeks upon the birth of my child 23 years ago, I still remember how it felt to come back to work at 8 weeks. I think that mothers in particular need more bonding time.
147	It seems that the only option for a father is to take PTO. This seems unfair. I come to work sick to save pto for these types of life events
148	The overlap of FMLA and parental leave was hard to plan and budget for, especially with not knowing when one would give birth. At only 60% for about half of the FMLA it was still a financial hardship to take the fully FMLA time.
149	Not having a maternity and paternity paid-time-off benefit for mothers and fathers is falling behind what a lot of other employers have done already. Facebook has 4-months of paid time off for both mothers and fathers [https://www.facebook.com/lori/posts/10101025576188894], Amazon gives PTO to mothers and fathers (at least 6 weeks), Apple gives 6 weeks, Microsoft gives 12 weeks, Yahoo gives 8 weeks. And that's just the tech companies that I checked on. As a father of a new baby (born this month), it'd be nice to not have to worry that I'm using my PTO that is mostly already allocated for future things. Being able to be home longer and help around the house while Mom adjusts to the new way of life would be very helpful.
150	Being single most of my life, being gay, and raising 3 of my husbands adopted children, I have never considered FMLA.
151	Would have benefited more from a 12 week paid at 60% with option to take a Nother 12 weeks unpaid.
152	6 weeks is not enough time for a mother and child to adjust to each other, schedules, sleeping and eating. leave should be extended to a minimum of 9 weeks and preferably 12 weeks. i took 9 weeks and I still felt overwhelmed and exhausted and my child was not sleeping through the night. when i returned to work at 9 weeks i was still so tired that it was difficult to concentrate at work and do well at my job. but because i was out of PTO i felt forced to return.
153	It would have been nice to have a longer leave. having a baby is life changing and you only have 12 weeks to adjust.
154	N/A
155	I had my child via c-section almost 13 years ago and was paid 60% of my pay and was given eight weeks off. I felt that this was fair. I was ready to come back to work after those eight weeks.
156	CMU needs to improve its staff maternity/paternity leave policy. It's very stingy. Bumping the policy up to full paid leave and/or extending the leave would make working for the university more attractive.
157	There should be time off afforded men, as well, after childbirth.
158	na
159	I only wished that the leave time could have been a little longer.
160	I haven't taken FMLA at CMU because I wasn't working here when I had my children. I had a similar policy at my old job though, and it was a hardship to go all those weeks without pay in order to stay home with my newborn. More importantly, it was heartbreaking to leave my tiny baby in daycare all day when I had to return to work. I cried every day for weeks. I couldn't imagine having to return to work after 6 weeks like so many people have to. My body wasn't even fully healed after 6 weeks!
161	I took FMLA for 12 weeks after the birth of my second child. I feel lucky that I got that length of time, when many women get much shorter leaves, or none at all. However, I STILL think this could be improved and/or extended for a couple more weeks. It was still a very rough transition to come back to the workplace so quickly. I spent many, many days being

	too sleep deprived to do any meaningful work; I had to just hope and trust that I didn't screw anything up while in that sleep-deprived state.
162	I was thankful to have the short term disability and FMLA when having my children. It would not have been possible for me to take the time to heal and take care of my children without receiving pay.
163	The only impact I've had is with the headache of the rules around using unpaid FMLA days after the mother returns from maternity leave.
164	Will be giving birth to my first child in a few months.
165	I've had two children born during my time here. It would have been nice to have had some time off with the kids but couldn't because I was the father and not the mother.
166	The current policies at CMU are archaic and laughable, there is no way CMU will be able to retain top tier talent unless they quickly catch up to what other employers are offering.
167	N/A
168	I am full time staff, and I had my son in November of 2009. Due to some late term complications, I had to begin my maternity leave 2 weeks early. Given that I had a surgical birth, I was able to take the full 8 weeks to recover, but had I not had surgery, I would have had to return to work after 6, take unpaid FMLA time, or use up PTO to bridge that gap. 8 weeks is the standard post surgery STD time at CMU, and technically it is the same, but regular surgery or leave does not also involve caring of a new baby. That really needs to be taken into consideration
169	I've recently had a child but do not work enough to even think about taking time off.
170	There has to be an option for Fathers. Especially when we have spouses who are undertaking an at-risk pregnancy and we may need to care not only from the moment of birth for our newborn but we may need to care for our spouses way before the birth occurs. There has to be some assistance (at least something like 60% salary leave, etc).
171	This was about 16 years ago. My supervisor let me take the 12 weeks off spread over a full year, I was basically taking every Friday off and taking care of the baby for 3 days (Friday, Saturday and Sunday) so that my wife could continue her PhD studies.
172	Having this options is excellent. I had not exercised it, but appreciate the opportunity had it been necessary.
173	The leave policy for mother's should be 100% pay for 6-8 weeks, rather than 60% pay. It is hard enough starting out, but to have your pay decreased by 40% would be difficult to manage. A mother should have this right.
174	It is a nice benefit to have. The process worked well for me.
175	It was not a good one. I shall not say more.
176	N/A
177	Bringing a child into this world is the biggest life change anyone will ever make. The fact that new parents have to worry about the fact that they will now be getting 40% less income with a huge increase in expenses is not right to me. I am not a parent, nor am I planning to be one within the next few years, but work leave after this is already stressful to me to think about. Also, the fact that my future husband would likely not be able to take any time off to help me through this crazy transition does not seem right.
178	I have not used either.
179	Leave for female full time staff was acceptable. Because my husband also worked, we were able to manage the drop in income while I was on leave. But male staff have no parental leave and part time staff have no parental leave. After my child was born I switched to part time for several years. If I had had a second child I would get no leave, even though I worked greater than half time for the majority of that time, and hours essentially equivalent to full time during the last year I was part time. As female staff working in a technical position, I felt that many of CMU's part time staff policies go against other goals which I hear voiced at CMU about encouraging women to continue in technical fields.
180	Not enough time or pay. Child care for a 6 week old infant is not an option, plus impossible to find or afford.
181	I adopted a child about eight years ago, but was unaware of any leave policy until today. And I still have absolutely no idea what the details are. As near as I can tell this survey gives me no further information, so I'm still completely in the dark.

	I'm kind of miffed, as well, as I did correspond repeatedly with HR about getting my benefits changed to cover my daughter, and I really think they should have mentioned the possibility of leave. Even if I ended up not taking it, it would have been nice to know about it.
182	N/A
183	If the mother and father both work at the university as staff they have to share the 12 weeks. They shouldn't have to share and the times they are allowed should be separate.
184	Compared to other employers and federal law, it is acceptable. But frankly, 12 weeks with limited pay is difficult and stressful, as well as having to return to work before a child is 3 months old.
185	While having no firsthand experience, I have had co-workers (staff) of both genders directly affected by the current FMLA policy. The following discrepancies are extremely troubling: The staff policy for parental leave specifically cites a birth mother, whereas the faculty policy accommodate both parents and incorporates adoptive parents. The staff policy is set to 60% pay for 6-8 weeks, while the faculty policy is semester long and at full compensation. The staff policy sets the short-term option for birth mothers concurrently with the unpaid FMLA, allowing for only 3 months of leave between both policies as opposed to 5 if they ran consecutive.
186	After the birth of both of my children (2), I used PTO to help with their care. My understanding is that there is no paid paternal leave for full time staff.
187	I am appreciative of the fact that I was able to take 12 weeks off and still have my position held. However, this was a personal decision that took into account our financial means and accrued PTO. Since my husband and I are both staff at CMU, our FMLA would be shared. In other words, if he wanted to take any paternal time off, it would come out of the same bank of time. If he took a week, I would have one less week (at least his is how it was explained to us by HR). For this reason, he did not take any paternal leave. This is time that you can't get back. In this day and age, why are we still relying on short term disability and FMLA. Can't we have something more progressive just for maternity leave?
188	When my wife took leave after the birth of a child it seemed to be longer and have better benefits than CMU.
189	Already a grandparent, so no direct bearing on me.
190	I find it very disappointing that SEI/CMU offers their employees so little in this area, especially given the general trend in the technical sector to be leaders in showing people that value placed on families is as important to innovation as time spent in the office. Even the only true competitor to SEI offers a week of paid leave to mothers and fathers when a new child is born or adopted. Doing only the federal minimum for families shows a lack of SEI's commitment to solving tough problems. Google, Microsoft, and UPMC all offer at least 12 weeks paid family leave.
191	CMU does not currently offer staff paid paternity leave for fathers, which is especially burdensome for my wife because we are not from Pittsburgh and do not have a very accessible support system to lean on while we adjust to parenthood. This is particularly stressful for me as I cannot be home to share in the burden and provide what I would consider proper support and attention to my family during this difficult early phase of parenthood, especially while my wife heals. Yes, there is some PTO available for this purpose, but as it would get used very quickly, it seems more prudent to save this benefit for emergencies and more short-term needs. Further, as my wife is home unpaid, we find it necessary for me to avoid using FMLA or other unpaid methods for having more daily time with my family.
192	I had to take PTO, instead of paternity leave, in order to support my wife's recovery and my newborn. I needed to be home to care for my other children as we do not have family in the area to assist us.
193	I used the FMLA leave after both of my children. 6 -8 weeks was not nearly enough time with my infant. I had a c-section which gave me the extra 2 weeks (well 1 because you use your first 5 days PTO) but healing from major surgery plus the emotional aspect makes it difficult to return to work. Also, with my 2nd he was due on December 20. I had to use a PTO day for Christmas day and Christmas Eve because of the timing. I've worked at the University for 15 years - using a PTO for paid holidays was a real blow.

194	I had no problems when I took the FMLA/STD for the birth of both of my children.
195	N.A.
196	I've watched colleagues become new fathers and not be able to be with their families, and have felt disturbed by it, especially when policies are different for the other groups of our community. I am very happy to see CMU supporting our graduate students who become new parents!
197	At the birth of my children, it was never clear if the father of a new-born child gets any parental leave and I ended up saving and using my PTO for the purpose.
198	WRT question 2: Compared to other American companies, CMU's benefits are likely not bad. Compared to many other countries, they are draconian and outdated. A newborn (6-8 weeks old is still newborn) is not ready to leave their parents care for full time daycare. Children whose mothers return to work early are less likely to be breastfed, may suffer delay in developmental milestones, and may be less likely to attend all well-baby health care visits. As a Canadian working for CMU I was dismayed when I learned how short my leave was to be. Thankfully, Canadians are offered 50 weeks of paid (gov't insured) leave, which parents can split as they choose. Since I wasn't taking any leave funded by the Canadian Gov't, my husband was able to take several months to assist in the care of both our children before he had to return to work and we had to turn the daytime care of our children over to a day home. The kids both now have an amazing bond with their Dad. Did you know that in Canada, the majority of day care providers will not take children under a year old? You have to look long and hard to find one willing to accept an infant. And usually those who will are not regulated providers (i.e. no oversight).
199	I was hospitalized for pregnancy issues. My 12 week leave started the day I was hospitalized and not the day my daughter was born. She was a premie. Not much time with her before I had to come back to work or I would have lost our health coverage. Why are children of faculty more important than mine?
200	I have worked with a father of a newborn child, who was unable to take FMLA leave because unpaid leave was an unreasonable option, and I have witnessed the detriment that it had on the father, his productivity in the office, and the department as a whole. Likewise, I also think 60% pay for new mothers is unreasonable for the vast majority of families, at a time when those mothers' expenses increase dramatically.
201	Easy process; no issues.
202	<p>Staff members get an insufficient amount of time off for the birth of/adoption of a child. While CMU might give slightly better leave to staff than other organizations in Pittsburgh, on a global scale the consideration given to new parents is negligible (and which many international employees find shocking).</p> <p>The 6 weeks paid is not true as one week is a "waiting period" so it's really only 5 weeks of partial pay.</p> <p>Returning to work when your infant is 12 weeks old can be detrimental to the child and the parents (there is plenty of research out there, as a research institution, I'm sure CMU can identify best practices. CMU should be looking at best practices and not just comparing itself to other U.S. institutions which are shamefully behind in offering appropriate care and support for families). This is an issue I feel strongly about and feel angry about because I am often told as a staff member how "Great" CMU benefits are when there are strong discrepancies between CMU and other "Global institutions" and how CMU treats their staff in comparison to faculty and students. I realize the student maternity leave is new (and very much needed) and in no way do I feel that student or faculty leave should be reduced. I think it shows a disregard for staff members and their families when staff has such a drastically different amount of leave and a different amount of compensation for that leave (their paid semester versus the mostly unpaid 12 weeks).</p> <p>Also, as my partner is also a CMU employee, we were told the 12 weeks would have to be split between us rather than my being able to take leave and my partner then being able to take leave to allow our child more time at home prior to being sent to child care. If my partner worked for another organization, we would both be allowed the 12 week unpaid</p>

	leave through FMLA. This penalizes families that work for CMU.
203	I have no personal experience with Leave after birth at CMU
204	<p>I had a very unpleasant experience with HR. The first time, I was eligible for disability, but became ill on leave and HR was not pleasant about my return or benefits, or even my health. They basically acted as though they did not believe me or my doctors.</p> <p>The second time, I was not eligible for disability. In order to spend time with my children and I had to use FMLA and I returned to work part-time sooner than I wanted to secure my position. My supervisor was very, very supportive. The university's policies did not support my healthy bonding and transition to motherhood.</p>
205	My leave was okay, as I was able to save up some income prior to taking it so that I could take advantage of the full FMLA leave.
206	For example CMU's Cyert Center of Early Education allow children to start the program after the age of 3 month. I think many other programs are similar. CMU's after birth is not covering the time between 6/8 weeks and 3 month.
207	I have not had any experience with FMLA at CMU as my children were born prior to coming here. However, it appears to be in line with the FMLA policy that I have utilized at other organizations.
208	I took more informal leaves (working from home, flexible schedule, etc) as a graduate student then as a full-time research staff member after the births of my two children. The leave options available were not especially useful, particularly for staff (and as a father), and I wasn't really made aware of any options I had to take more formal leaves.
209	N/A
210	I had taken FMLA but not while I am at CMU. So I do know how it works. I don't think its enough. I had 2 C-sections and I returned to work after 6 weeks because I had to. I would recommend a semester long paid leave for female staff members too.
211	I took off a semester when I had a baby as an undergrad but did not know there was a stipend available. I took off 4 months when I had a baby as a staff member using the maternity leave, and it was sufficient for me.
212	I took a little less than a month off when my son was born and it was
213	N/A
214	The difference of benefits between staff and faculty is unfair at best. 6-8 weeks is not near enough time to adjust your life to a newborn child.
215	The discrepancy between what is offered to faculty and what is offered to full time staff seems unfair.
216	Full pay for a period of weeks
217	<p>It seems completely unfair that NO paid (partial or full) time away is granted for the parent who has not physically given birth. This forces the employee to use any / all PTO time unless they don't want to be paid. And let's be honest, if there's ever a time in one's life when they need to have a steady income, it's right after having a child!</p> <p>Currently, my wife and I are expecting to have a child and I have no other option but to use as little PTO time as possible until that time so that I can take time off and be paid when the child is born. This is frustrating and discouraging as I feel I can not use PTO time in the way it is actually designed to be used (PERSONAL time off, not PARENTAL time off).</p>
218	I have not taken leave, but plan to try to have a child in the next 2-4 years.

219	It is difficult to survive on 60% pay, especially if you are a single parent. And having to come back to work so quickly is not ideal for the baby.
220	I wish there was a student leave policy when I was a sophomore in 1995. I left CMU because I was pregnant. I returned after 4 years as a transfer student, but had to leave again after 2 years because I couldn't handle the stress of working part-time, being a student full-time and being in Pittsburgh without any family support. The student parental leave is a step in the right direction. But probably wouldn't have helped me stay in 1995 or remain in 2002. There is no assistance for after school child care or campus housing for undergraduates who have families. Had both those existed in 2002 I would have been able to complete my degree.
221	I do not have any prior experience with this leave, but I will be taking advantage of it with in the next 5 weeks.
222	CMU is lacking in this area for staff. For staff, I would not even consider this a leave policy. It's the bare minimum that they need to give a female for a medical condition. If it wants to compete for the best talent, it should re-evaluate this for staff and consider giving time off for paternity and adoption, as well.
223	I am not sure what CMU can do about the policy of paid maternity/paternity leave, but it can do a lot by providing on-site day care facilities like some companies do so even if parents need to go back to work, they don't have to feel horrible about being away from their babies. It will improve mental health of the new parents and should improve the productivity as a result.
224	I personally have not had to use this benefit here at CMU.
225	The process was very easy and convenient. HR worked really well with me in making sure I had what I needed for paperwork, etc.
226	NA
227	I think mothers should be given a year of FMLA at 100% of their pay after giving birth and or adopt a child. Parenting should be everyone's (employer/employee) top priority.
228	The last time I took FMLA was over a decade ago, so I can hardly remember the details. I don't recall it being out of line with my expectations though.
229	Should be equal to those for full time faculty members.
230	I do not have current personal experience with the leave program at CMU
231	N/A
232	The benefits office is super helpful and as accommodating as they can be. I had a c-section with my first birth and was only cleared to drive, and of medication at 6 weeks postpartum. The effects of major abdominal surgery, compounded with 60% of pay for only 7 weeks was extremely stressful physically and mentally. I returned to work the first day I was eligible (part-time for the remainder of my 4 weeks of FMLA) to maintain some income (barely enough to cover formula and diapers) and to assist with continuation of benefit payments (didn't want to rack up a large benefit debt and lose my entire first paycheck upon return).
233	Personally, I feel that 6-8 weeks of leave is not enough after the birth of a child. Extended leave to 12 weeks (3 months) is a better option with pay at 60%.
234	I do not personally have any experience with this at CMU but do in my previous position.
235	n/a
236	N/A
237	I was not able to take advantage based on time at CMU.
238	I supervised others who used this leave, and it seems quite fair to me.
239	n/a
240	I recently joined CMU / SEI, coming from a government contractor in the Washington DC area. The parental leave policy there was similar for new mothers, providing 6 or 8 weeks paid time off depending on delivery method. For new fathers, though, they provided for 2 weeks of paid time off which was able to be used at anytime over the course of one calendar year from the child's date of birth. While not a lot of time, having *something* was appreciated as I personally had taken about one week after my first child's birth and then used the remaining 5 days for when he was sick and unable to go to / stay at daycare. My employer also provided leave for adoption, which I considered to be very accommodating. Frankly, I was surprised to see that a university like Carnegie Mellon had differing policies for this institution (staff) as it did for the campus (faculty). Even more surprising was that

	nothing was provided for paternity. I had my second child this past July and had sparingly use PTO. As a newer employee, I had not built up a leave bank that allowed me to stay at home for more than a few days with my new son to help out after my wife's C-section recovery and I'm hesitant to use FMLA due to it being unpaid leave.
241	Longer period of leave would have been more beneficial for my emotional and professional wellbeing. Would like the same treatment of benefits as faculty.
242	It was unclear with stating 6 weeks when really it is only 5 because you have to use PTO, floating or unpaid for the first week. It was very difficult to save all of my time off for maternity leave. I had to come into work when I was sick just so I knew I had more time with my children after they were born and then I had to not take time off to enjoy with my children after they were born knowing I was planning to have another child and I would have to save my days again.
243	i had a bad experience with the benefits office. an employee made me feel bad about taking the time to be with my child. their supervisor was involved and apologies were made, but it was not a good feeling at all.
244	Pay should be at 100% for the 6 -8 week period.
245	Why do faculty get full pay when staff doesn't? The leave is for the same thing.
246	I have no experience with FLMA at CMU
247	It's pretty disappointing after seeing what the faculty and students receive. I was hoping to at least get a week of paid leave, but as it stands I'll need to make use of PTO.
248	I have no personal experience but . . .We should all take an interest in the rights of parents to have paid time off to bring a new child into their home. In the long run it benefits the child, parents & employer. Why do we give faculty a full paid semester, but staff has to use short term disability and just receives 60% of pay? All Children are our future and worth the investment, not just some. We could learn a thing or two from Sweden.
249	None but as an ADA employee that has to frequently use FMLA, I find it a bit offensive that while I get harassed and criticized for using my FMLA for my illness, that those that CHOOSE to procreate get the benefit without so much as the bat of an eye. Moreover, if I read the policy correctly, while i take completely unpaid FMLA for my illness, those choosing to take time for maternity/paternity are getting the benefit of 60% STD pay. I truly fail to see how this is fair at all.
250	The leave is appreciated but not adequate to truly support CMU staff who become mothers. The six weeks of leave includes a waiting week which is unpaid and the remaining 5 weeks are only 60% of your salary plus you have to pay for benefits such as parking out of that and beyond that period to maintain your parking spot. It makes it very difficult for mothers to concentrate on their babies and healing without adequate income during this time. Additionally, the experience with SunLife for STD claims has not been good either time I gave birth. They are not responsive or consistent with their responses which is difficult to deal with when out of work caring for a new baby.
251	I prefer we would get full pay during the 6 to 8 weeks short term disability leave period
252	If both parents work at CMU they have to share FMLA. This is very restrictive, even if both parents have enough PTO to cover time off, because they are not protected by FMLA.
253	I'm super part-time (20 hours / month), so I simply took a break from my responsibilities for 6 weeks after I had a child in 2016. It was fine.
254	I have no direct experience with Leave but would like to take advantage of it someday. I've watched co-workers frustrated with the lack of paternal leave. I am most shocked by the lack of support provided to staff who adopt. It indicates to the person they are somehow lesser of a parent because they did not birth the child.
255	You did not ask the question, but I thought I'd share that I knew there were plans in place. I didn't know the details. No direct personal experience.
256	This something really important to me, as I am 7 months pregnant with my second child. As part-time staff, I do not qualify for leave (I do not have enough hours under my belt, if I

	understand correctly), but my department has graciously worked with me and still allowed me to teach this semester even though it means my students will have a sub for the last month.
257	N/A
258	As a staff member and a father without paternity benefits, I used vacation when my son was born and will use vacation again when my next child is born in July. Paternity leave would be a nice benefit.
259	As our benefits and *pay* reflect the limitations of being associated with CMU, then we, men and women, should have the same leave!
260	I took a total of 10 weeks off, 4 of them unpaid (and by the way, the first week of disability is also unpaid- HR told me that "everyone" uses PTO for those five days, but i didn't have enough PTO yet to be able to do that). I was a single parent and couldn't really afford to go unpaid that long, had to rely on credit cards to survive. It took me 17 years to pay off those credit cards (just paid them off last summer). Also, I found it insulting to have childbirth described as a disability. It was a privilege, not a disability.
261	I saved up PTO time and used three weeks after the birth of my child. I would have liked to take more time, but the lack of any formal policy discourages this both financially and in terms of established expectations from supervisors and co-workers. Everyone who asks me about what kind of leave I took is astounded that CMU doesn't offer any paid paternity leave, because they expect a prestigious university to have good benefits.
262	I had no problems working out time off with my manager.
263	No experience.
264	I've been teaching as an adjunct professor here at CMU since 2013. One course each semester, two a year. In 2015 I had a child and I just didn't teach that semester. My husband did not have any leave at his employment place, so he continued to work. I believe I'm not eligible for anything substantial in terms of benefits here at CMU. I have insurance through my husband's employer. I don't need access to CMU's Roth ira. Would it be possible to do something for long-time adjuncts? At least the bus pass?
265	Although the university's leave coordinator was extremely helpful, the paperwork and rules surrounding the time off were complex and took some time to plan. Some of that might be CMU's issue, but I think it also was the FMLA part that seemed especially complex.
266	I have only worked here for under a year and have not had a child in this time.
267	My husband and I both work at CMU. The fact that we both couldn't take FMLA was a shock and unfair in my option. If he worked for another company we both could have taken FMLA.
268	I wanted to take longer than 12 weeks and didn't want to use all of my PTO so I had to go unpaid.
269	I have not yet taken any leave at CMU.
270	N/A
271	My wife and I both work for SEI. While we both are happy and feel this is a fantastic place to work, we were pretty disappointed when we found out about the benefits for Leave after child birth. Past companies I have worked at offered much more.
272	While I am grateful that I get any pay for my FMLA disability, the fact that I have to budget for 60% salary for the time that I will be off is discouraging to expand my family. I am currently expecting my first child, and knowing that I have to budget has been helpful, but I have been saving for awhile and know that it will be tight. Additionally, only having 6-8 weeks is quite short. Most women are just starting to feel somewhat normal after 6 weeks if they have a typical perfect vaginal birth. Any tearing can delay this for weeks. And cesarian sections give you additional 2 weeks, but most women can't even move for 1-2 weeks afterwards. I am grateful for what I have, but watching my PI get a semester off, while I get a little over a month is a pretty hard slap in the face. Especially knowing she gets her salary for that term.
273	I have no plans to ever have a child but I appreciate the policy being in place

274	<p>The current CMU policy for staff is limiting both financially and in regard to critical time spent with the newborn. So much so that we have instituted a remote working policy for new mothers returning to work after a leave to help ease the physical and mental demands upon returning from work so soon after the birth of a child. We see high levels of depression, anxiety and call offs from our new moms. The policy is also unfair to male staff members who have to deplete PTO in order to stay home for a few weeks to assist with a newborn. The policy is archaic and unacceptable.</p>
275	<p>I am the parent to one child, who I had about two years prior to my employment with CMU. I had hoped to at some point have one more child but just did not see it to be a reasonable action within the current leave policy. The reduced income during the leave period would have had a profound effect on my family's ability to function. Additionally, I felt that the length of time provided in the policy would not have been anywhere near adequate for physical recovery or for the necessary adjustment period required when one adds an infant to life's routines. I could have banked PTO over several years, but I worried about what circumstances I might find myself in should I experience a particularly harsh recovery (which I did with my child) or should an infant have illnesses or should I experience an unrelated illness. Additionally, this would require me to engage in unhealthy practices to bank PTO (coming into work while ill or not taking time off to spend with my family).</p> <p>I was upset when I learned that there were separate leave policies for faculty and staff. I was also surprised that the provisions for staff were somewhat minimal, as CMU positions itself as a forward-thinking, innovative institution in all aspects of its operations. I do have some understanding of the different dynamics at play when attracting top-tier faculty. And realistically I understand that CMU must devote more resources toward that pool of talent than it does toward attracting staff, whose skills are not as specialized as that of faculty/experts in one very specific academic field. But it creates a class system within the organization that, honestly, leaves me feeling quite bitter and undervalued. Furthermore, I heartily object to the language ascribed to the different types of leave. Faculty have Parental Leave which is specifically for the addition of a child to their family. The policy spells out this life event specifically. Staff have Family and Medical Leave Act and Short-Term Disability which are specifically provided for longer term medical crises and just happens to *partially* cover the same life event that faculty experience. Where the University acknowledges the very human act of family growth in their faculty, it regards the same act in staff as a medical crisis, as a negative. I feel that this plays into the rather misogynist assumption in U.S. culture that women/parents of lower income brackets (which I presume staff generally are compared to faculty) will exploit a more pragmatic leave policy.</p>
276	<p>giving birth is not a short term disability and as such i found it almost offensive that was what i was required to taken when i went on leave. I was also not happy that none of my PTO time accrued. It does not feel like it is a very family supportive policy</p>
277	<p>I answered unsure, because I don't think I could afford to have a child based on the current policy and worry that my gender and the ways I could add a child to my life (which includes fostering) may not be covered.</p>
278	<p>any Staff paternity leave for father of new-born?</p>
279	<p>I have been a staff member for over 8 years and have taken leave for the birth of both of my daughters. I regret that I didn't get to spend more time with them as infants but I had to limit my time off due to reduced pay for 5 weeks and then taking a couple weeks unpaid. Fortunately I was able to find a daycare close by that takes infants under 12 weeks but I know that's not always the case. I looked into CMU Cyert center but since they do not take children under 3 months I would have been forced to take a longer unpaid leave or find alternate childcare for 4 weeks.</p>

	<p>The CMU leave policy feels like a penalty for having children and communicates to staff members who are birth mothers that their contributions to CMU are not worthwhile. It is a financial hardship for most to receive 60% of their salary via short term disability benefits. After the STD expires staff are penalized again by having to choose between exhausting PTO or going without pay. I had to come back early because we needed my salary to pay for the child care spot we had been holding for our baby since before his birth.</p> <p>The difference between faculty maternity benefits and staff maternity benefits also communicates that CMU believes staff contributions aren't as important as faculty contributions. It's true that we exist to educate and faculty are the backbone of education but staff members provide the framework in which faculty can do their best work. Staff members raise substantial funds for the university, process the paperwork to hire new faculty, advise students, manage research budgets, attract potential students, and on and on. Could we even be CMU without these people showing up every day?</p> <p>Honestly it was embarrassing when people asked about CMU's maternity benefit. The assumption from the outside is that CMU is a world class university so it must offer world class benefits. I had to tell person after person that CMU essentially doesn't offer a maternity benefit to their staff and that I was actually returning to work early because of it.</p>
280	
281	We had one child a couple years ago and I had to take one week of PTO's. Would be nice to have some kind of paternity-leave policy. If there is one, I do not know about it,
282	too difficult too leave for so many days.
283	I do not believe 6 weeks is long enough for new parents - I believe both parents should have at least 3 months paid - I do not understand why you have to take disability pay when having a child is not a disability or should be considered one
284	The HR staff who helped with my leave were great. I do think it is unfortunate that I had to plan around 6 weeks with 60% pay 6 weeks of no pay while my sole focus needs to be the health of my baby and myself. It's added stress/worry that I would love to not have.
285	I feel like our policy is ok. I know that many people don't have the luxury of 12 weeks (plus some PTO that I took) that I was able to take, so on one hand I don't want to complain. On the other hand, I think we could probably do better--as an employer, as a nation, to support new parents.
286	I do not have any children. It does not appear that staff members are allowed paternal leave.
287	I
288	The HR office did a good job at explaining things prior to my leave and upon my return. It overall was a very smooth process.
289	I took FMLA at PITT three times and was unsatisfied with the pay and the way I was treated. FMLA and 60% short term disability felt like a punishment.
290	<p>After I had my first child in 2014 I was not aware that I was allowed to use the remainder of the FMLA 12 weeks as unpaid up until the child's 1st birthday.</p> <p>I only took the minimum 6 weeks STD with both of my children, but after I had my 2nd child this past fall, a rep from HR called me to let me know that I had the option of using the remaining 6 weeks as unpaid days. He said that's always been the policy, but it's not written down anywhere.</p>
291	n/a
292	I think having the additional two weeks for C-sections helps incentivize that as an option for mothers making difficult choices. It would be nice if all parental leave was at 8 weeks.
293	After the births of my children, I took the 8 week leave as I had a c-section both times. I was not able to take the full 12 week leave as the remaining 4 weeks would have been unpaid. I don't think the 60% pay for the time you are on short term disability after the birth of a child is anywhere near adequate, nor do I believe that the remaining time should be unpaid. It put a financial burden on my family and I had to leave my newborn well before he or I were ready.
294	N/A
295	good job on the survey Matt D

296	experience was ok, I would love to see 12 full weeks covered by 100% pay. It's insane to leave a 6 week old at a daycare... newborns need more time with their mother!
297	I left my full-time position before giving birth to my son, coming back part time about one year later, partially because I did not believe I had options/had been told that it was very unlikely that I would have a spot in the university's Cyert Center daycare. It has seemed that more options are available, and more accommodations made, for people in very high positions at the university. I remember a colleague being told she could not work slightly adjusted hours despite having young children at home. Another colleague was told she must still travel (despite there being other members of the team who could step in) and ship her breast milk across the country for a week for her new baby. These are examples of a culture that could become more supportive of caregivers. I'm sure that more efforts are being made and I'm glad that the Staff Council is addressing this.
298	I really don't think short term medical is appropriate a maternity or paternity leave. Pregnancy isn't a short term disability or illness- it's parenthood and building a family, which is the foundation of any institution. Additionally, true family leave policy would be more in line with CMU's avocation for work/life balance.
299	I have supervised individuals who have had a child and used FMLA.
300	N/A
301	I think the whole idea of only getting 6 weeks with partial pay after the birth of a child is a complete disaster. Way too soon. Other countries and companies provide way longer leave.
302	I feel bad for coworkers who have had to return to work and leave their month and a half old newborn in daycare or other situations. I can only think of heart-wrenching, negative emotions to describe how I would feel in the same situation.
303	6-8 weeks is very less to recover from birth and adjust to new responsibilities as a mother. Any mother should get at least 12 weeks of paid leave.
304	On a positive note, I thought the option to do intermittent leave was great. It was really helpful to be able to start back to work 2 days/week. It made coming back full-time much easier logistically and emotionally. While I do feel fortunate to be offered maternity leave when many working mothers aren't provided any support, I feel that 12 weeks is way to early to leave an infant. Doctors recommend nursing a baby for the first year of life and returning to work after 12 weeks makes that very difficult. I could site many more reasons that 12 weeks is way too early. It's also frustrating to know that students can be paid their full stipend while they're on leave and staff members receive reduced pay and are offered unpaid leave (if I understand the student leave policy correctly).
305	I had my children back in 1995 and 2000, and while I was appreciative of the 60% pay and holding my job, it was also very difficult to save enough money to make up the 40% salary loss. In addition, I did not feel like I was emotionally ready to return to work after only 6 weeks so also took two weeks of PTO. This meant that in addition to the first five days of PTO that I was required to take for STD, I had 3 weeks less to use for my or my child's illnesses and appointments let alone an actual vacation upon my return to work. While it did bother me that the faculty were treated much more generously, I understood the pecking order and really didn't have much of a choice. It was no different from the faculty vs staff tuition remission policy. Seemed unfair but understood.
306	I have no experience with it
307	When I had my child (at another university) I had enough paid leave time that it wasn't a hardship. I didn't miss any pay and took 8 weeks off. I had worked a couple of years before taking the time though. It seems somewhat of a hardship if people have to take a 40% pay cut as a staff member, and a little disparate between faculty, staff, and students.
308	I already had two children prior to working at CMU and have not had another child since or plan to have another child.
309	The "6 weeks" of STD is misleading. It is really 5 weeks because you need to wait ~5 days for the the STD to kick in. I know that this is pretty standard, but 6 weeks is just too little and at 60% pay, it is not much. Especially when graduate students get 100% pay for 4 weeks.

310	I had not been employed for a year prior to having my son, so I did not qualify for FMLA. I took short-term disability. While I appreciate that STD is paid, 6-8 weeks is simply not enough time. Though I had been medically cleared to come back to work, I was still not sleeping (because 7-week-old babies don't sleep), so I was able to do my work to the best of my ability. Additionally, me coming back to work meant that my son had to go to daycare (fortunately, my husband was able to take a few weeks so we could delay this a little bit), and 6-8 weeks is too young to go to daycare. Six weeks is literally the youngest age at which daycares will accept children.
311	Mother only, right? There is no benefit for fathers
312	No experience yet
313	When I was pregnant, I made sure not to take any PTO days (even when I was truly sick), so that I could use them for after the baby was born since I had to my PTO before my short term disability kicked in. I had a high risk pregnancy, and complications, so this was difficult both before and after my child was born. Fortunately, my department manager was kind enough to let me take an additional 2 weeks without pay since I needed more than 6 wks (at the time, 8 wks was only permitted for C-section) due to health issues. I was fortunate that my husband had flexibility to help me, and that I had all of my family living close by.
314	I have taken FMLA leave and short term disability twice, for the birth of my son in 2013, and then my daughter in 2016. I received 60% of my pay for 7 weeks and took 5 weeks completely unpaid. Personally, I feel that the benefit is lacking, and most other places that I have worked in my career offer more. For us, the time without pay was definitely a hardship, but not an impossibility. We are lucky that we were in a good financial situation and that my husband also has a good paying job. I cannot imagine what this time is like for parents who cannot afford to take 5 weeks or more without pay. Additionally, its hard to believe an institution as progressive and forward thinking as CMU offers absolutely nothing to adoptive parents.
315	60% pay during the time of leave will be a significant challenge for my household. Spouses who are both CMU staff must share their 12 weeks of FMLA. No paid paternity leave is a huge financial challenge for fathers/partners.
316	While I appreciate the leave of the 6 weeks, the 60% pay is a bit frustrating of course esp since I have to use 5 PTO first.
317	All staff should have equivalent treatment as faculty and students.
318	n/a
319	N/a
320	I was just on maternity leave with my first child from October-December, returning to work after 12 weeks of leave. I was disappointed with the accommodations provided to me in regard to compensation for leave and the allotted time off that would protect my job. Although we get 6-8 weeks of short-term disability pay, it really is only 5-7 weeks of actual paid leave, and only 60% of our total pay. It was extremely hard to manage this with my family financially and placed a burden on us during this time. In addition to this, the rest of my FMLA leave was unpaid. I had to save up all of my PTO as soon as I found out I was pregnant because I could not afford to take 100% unpaid leave for the remainder of weeks after the short-term disability ended, preventing me from taking any time off for about 8 months before having the baby. 12 weeks is a sufficient amount of time to spend with a newborn, to understand how life changes, and to adapt to a new way of thinking, living, and processing; not receiving my full paycheck on top of this placed unneeded stress on me. It was extremely difficult to return to work after only 12 weeks, especially because my daughter was placed in a daycare facility where I was unfamiliar with the caregivers. I needed more time to bond with her and give her the love and attention that simply isn't available in a daycare setting. I was fortunate to make ends meet so I could take the full FMLA leave, but I do not feel like primary parents or caregivers are mentally or emotionally ready to leave their child after this short time period.
321	n/a
322	I'm just starting the process as I am expecting a child this summer.
323	I took my Leave as a full-time staff member though I am currently part-time. I did not feel that I was supported in the office to take my leave. The lack of support was very emotionally exhausting as was the large amount of work I was expected to complete before my Leave. It

	was difficult not to feel as though people were bitter about my upcoming absence.
324	While I appreciate the fact that I was able to stay home with my newborn without the risk of losing my job, this is just one more example of how staff are treated as second-class citizens when it comes to this university.
325	I wanted more than 12 weeks off with my newborn baby, and applied for an unpaid personal leave, at great expense to my family. I find the disparity between faculty leave and staff leave shocking and inhumane. When I look at an infant of a faculty member and an infant of a staff member, I wonder, why is the faculty infant more deserving of time with his or her parent than the staff infant? It creates a divide. Additionally, I do not think faculty members on faculty leave should be permitted to have their infants enrolled full time at the Cyert Center. They are on leave and require full-time care? This makes the staff parents who were desperate to stay home a little longer feel like second-class citizens.
326	Staff are required to use all of their PTO before receiving leave payments - leaving them with no PTO days when they return from leave.
327	I did not take leave--and that wasn't even an option for me anyway.
328	N/A
329	I work at the early learning center on campus, so I work directly with several families who have recently taken leave.
330	N/A
331	Friends and coworkers only.
332	My child was born before I started at CMU, so this did not impact me.
333	The leave is too short for such a life-altering event and adjustment. Especially for women who want to stay in the workforce full time after the birth of a child.
334	I am currently in the third trimester of pregnancy and have been saving up for the last year in order to be able to take the full 12 weeks even though I won't be paid for 6 of them. This is a large financial burden that seems unfair, especially in comparison to the faculty maternity leave policy. I plan to exclusively breast feed my child for at least the first 6 months and will need to pump multiple times a day at work in order to do this. I feel that the current policies imply that babies/children of faculty are more deserving of the bonding time and benefits of their parent being able to stay home with them for a full semester with full pay.
335	It was very complicated to understand and still is...
336	I feel the disparity between faculty and staff parental leave is grossly unfair towards staff.
337	n/a
338	<p>I gave birth to my first child in 2015. I had a natural child birth and took the 6 weeks at 60% pay that was given to me. My family counts on my income, so I came back to work after my 6 weeks was up. I didn't have the vacation time saved up to take any more days off from work and get paid for leave. My child wasn't even 2 months old before I had to go back to work.</p> <p>But to find out that teachers have a semester of 100% paid leave to take care of their new born child doesn't seem fair to me. As well as the student's benefits they get (even though it doesn't apply to me) for maternity leave. Just seems more generous then what a staff member gets.</p> <p>I understand that teachers and students bring the money to the school but where would they all be without the support of their staff? Just food for thought.</p> <p>I don't want to sound ungrateful for the paid time I was given to take care of my new born child, it just doesn't seem fair that the staff benefits for maternity leave is so different and less generous compared to Faculty and Students maternity leave. Makes me wonder what else there could be?</p>
339	I think that the current leave policies that we have in place are unfair. I do not think there should be such a larger difference between birth of a child and adoption, nor the gap that exists between faculty and staff benefit. Taking care of a newborn baby regardless of your title (faculty or staff) or if you were the one to actually give birth is the same commitment and should be treated the same way for leave purposes. I have known women that have had to sacrifice their experience and also take out many loans to be able to even have a child. I don't think it should be as burdensome on new parents especially when the benefit varies across the campus.

340	I planned my leave for years in advance. Six weeks is not even close to enough time to recover and adjust. I had the luxury of being able to afford the FMLA unpaid 6 weeks following the 60% paid 6 weeks. In addition I maxed out my PTO and used that after FMLA to extend my time off as much as possible. Thankfully my department was supportive and accomodating. On another note, seems odd that the leave is considered short-term disability and not maternity leave. I'm not sure how other employers categorize and name the leave.
341	Very helpful. Took 8 weeks in the end and felt ready to return to work. My husband and I took turns taking care of child for first five years so did not hate going back to work. 8-12 weeks would be good for everyone.
342	The first weeks following the birth of a child is a bonding experience. It is unfair to the child, the mother, the father, and (if any) siblings. This is a life changing event and 6-8 weeks of "short term disability" is not enough time. As a mother who delivered via cesarean, my body did not recover in 8 weeks - it took months. For a mother who is breastfeeding, it requires a lot of time to pump (which requires the employee to take several breaks). I also think there needs to be a lactation room in every building on campus. When I was told that I had to use FIVE PTO days for the first week of my maternity leave, I was offended. Why should I have to use five days of time that I earned to be used towards maternity leave? So really, I am using five days of PTO, followed by 5-7 weeks of maternity leave. I think it's unfair that faculty receives 100% of their pay, while staff only receives 60%. Full-time mothers, like myself, struggle with the work/life balance. I am very fortunate to be apart of an office that allows flexibility but the university needs to take a look at the impact this unfair policy has on full-time working mothers and fathers.
343	My experience with FMLA-related paternity leave was at another employer.
344	N/A
345	When I gave birth to my child, I had accumulated 3 months of Reserve time off that I used after the birth. This allowed my body time to adjust to the new demands on my wellness and that of my child. Having 100% of my pay allowed me to concentrate my time and energy where it was needed and not rush back to what would then have created a stressful time.
346	After working at CMU for ten years I had a child in March of 2105. At the time, I found the policy written in the handbook extremely vague and unclear. I contacted HR , who explained the actual policy to me, and I even commented about the discrepancy between the faculty policy and staff policy, and I was told I was lucky to have this at all. Now I am a professional and know that at other institutions, in the corporate world, and in the non profit world that was not exactly true. Also, the policy is getting disability insurance for 60% pay,, not just paying you 60% of your salary . I am an older single mom, so having the 12 weeks of was critical to regaining my balance. If I was younger, I would not have had the ability to take that extra 6 weeks off, which would have been devastating to my son and to my own physical being. I will say that HR was very helpful in filing for the disability and the FMLA leave. It however has caused me to suffer some financial set back.
347	I do want to note that my own department has been incredibly supportive thru this process.
347	I was not eligible for FMLA when my children were born and it posed a significant hardship for my family. My department currently doesn't allow me to bring my children to the office unless it is an emergency, which does not include school delays or weather cancellations. It is not equitable from department to department, and between staff and faculty.
348	N/A
349	Child birth is not short term disability. And the simple fact that a weeks worth of PTO must be used prior to beginning STD is also challenging for many staff members. I am thankful that my department was flexible, and supportive, with my leave. Could not imagine what my STD experience would have been like if my supervisor was not compassionate.
350	Had to use PTO to spend time at home after the birth of my children.
351	n/a
352	The CMU leave policy for staff is inadequate. The combination of STD and FMLA should not be the only option available to staff members. As a new mom, I had to dip into savings and use credit cards to pay bills for the unpaid time off with my newborn child.
352	Because my husband also works at CMU, he and I have to share any FMLA time used with

	<p>the birth of a child. Therefore, he did not take anytime through FMLA, allowing me to use the maximum 12 weeks. He only had the option to take PTO during and after the birth.</p> <p>If we were to have a second child, I'm not sure that we would be able to afford additional unpaid time off with two children (and one in an expensive infant daycare). We do not have family support nearby.</p>
353	I appreciated the ability to receive 60% of my pay during half of my leave, but found it extremely frustrating and challenging to have to take the remaining amount of time unpaid (for a 12 week leave.) A 12 week leave is - in my opinion - the minimum amount of time that a woman should be permitted to stay home with her newborn, but not all families are able to afford unpaid time and therefore are forced to return to work earlier than they or their baby is ready. I also find it extremely unfair that faculty receive a full semester off at full pay when staff receive so little in comparison. It definitely makes staff feel undervalued.
354	I believe that staff should receive 100% of their pay during maternity leave. Also, I think staff and faculty should be treated equally regarding maternity leave benefits.
355	I was on short term disability after the birth of my child for 6 weeks. 6 weeks is not long enough, it would have been nice for an 8 week leave at 100% pay. Losing part of my pay check was hard to juggle bills for 6 weeks.
356	N/A my children were born before I joined the staff
357	So far this has not been applicable to me, but in the next year my fiancé/soon to be husband and I plan to conceive, so this is an extremely vital and relevant topic to me. I am satisfied with the current policy and would like to see the same one remain for years to come.
358	I felt blessed to have great health benefits through my pregnancy and birth. I felt blessed to have the leave I did at 60% but for some, returning so soon after the birth of a newborn is extremely difficult. Ultimately, I quit and gave up my career to stay home with my baby which strained my marriage terribly due to finances. I felt if I had had a bit more time at home with her, I would have felt more comfortable returning. The thought of leaving a 12 week old baby...well, I just could not personally do it. But there were no options outside of the policy. Years later I was very lucky to regain my role at CMU. So, it did work out. But my heart breaks for young mothers and infants today.
359	I was saddened to find out that if both father/mother work in one location then the FMLA is shared. I could take three months FMLA but that meant that my husband has NO FMLA.
360	I will be taking maternity leave in April for the birth of my first child.
361	I have no personal experience. I am just now learning about it.
362	I didn't like that i had to use all of my PTO first before using the leave benefit.
363	Most daycares, including the Cyert Center, will not accept a 6-week old baby. Therefore staff members must take unpaid leave (FMLA) in cases where faculty members do not. I understand that it is the insurance industry that pays the 60% for the 6-8 weeks, but that is a tough salary reduction during a time when a family is expanding. I purposely planned the birth of my children to approximately coincide with the start dates at the Cyert Center, but I still had to make extra arrangements with my department based on the option for my return.
364	<p>I have taken FMLA at a previous job, where I had 100% pay for 6 weeks. I ended up using some vacation and taking a couple of weeks unpaid to extend my leave to 10 weeks. The struggles that we experienced with feeding, colic, etc. made me realize that this was not nearly enough time off. The first six months were incredibly hard, and a little more time off would have made an enormous impact in so many ways.</p> <p>If I have another child while at CMU, it will pose a huge financial burden on my family to receive 60% pay for 6 weeks. Because of that, it will be unlikely that I will be able to take any addition unpaid time. This makes me feel incredibly sad and anxious to return to work when my child is only 6 weeks of age. Regardless of whether this is the norm; it is not what is best for the baby, the mother, the family, or the workplace. A number of studies have shown that paid family leave has a number of benefits to the health and well-being of everyone involved. It reduces infant mortality, promotes a healthy breastfeeding relationship, which has tremendous health benefits for the baby and the mother, prevents post-partum anxiety and depression, which means that CMU gets a more productive and focused employee upon returning to work, and employers are more likely to retain</p>

	employees over the long-term if they provide adequate paid family leave. I could certainly go on (and I am happy to if you need additional feedback!)
365	I was happy that I was able to take some leave with pay. However, although I didn't know the details, I knew that faculty had a better benefit and that other countries have better benefits. That is why I said neutral.
366	We should not have to take 5 PTO days prior to our maternity leave starting. Also, if you have a c-section, you should get an additional 2 week off--not just 2 more weeks of pay. The FMLA should start 2 weeks later such that you have 14 instead of 12 weeks off. It's also absolutely absurd that we only got 60% of our pay. Competitors pay 100%.
367	N/A- will be using it in the next 6 months.
368	My family was lucky that we could afford me being paid at 60% and take a few weeks of no pay, but we should not have to make that sacrifice. I had to use up pretty much all my PTO that I had saved up for 5 years (4 weeks) just because I had a child - rather than on things like a vacation that can help myself and my husband take emotional time off. The psychological toll of a new child was very hard for me to work through and I could have used 12 weeks without the guilt of not providing income for my family.
369	I have had two young women in my office who did not receive adequate leave and at only 60%. We should benchmark among our peer institutions. I think that we are way behind.
370	When I had my children my company did not have a maternity policy - I took my vacation days and then went back to work. This was very difficult for the entire family.
371	I plan to take leave after the birth of my first child this summer. I am nervous about the financial impact of taking 12 weeks unpaid, only supplemented for 6 weeks at 60% pay. My husband has recently had a change to his employment situation, and we're feeling the pressure that this leave will have on our family at a time when it's most important to have financial stability.
372	I did not work at CMU when I had my children, but the short-term disability and FMLA policies were the same at my old employer. Short term disability and FMLA are not adequate to cover the needs of mothers and newborn children both from a medical and physical sense, but also a financial one. More time is needed for recovery, bonding, and establishing a routine where the mother can obtain adequate sleep to function well at work. All of these things contribute to the long-term health of the parents and children. Many people cannot even afford to take the full 12 weeks off through FMLA since short-term disability covers only 60% of pay for 5 weeks (the first week of the 6 isn't paid, you have to establish the disability for the first week before they start paying out), and then you have no income for the remaining 6 weeks. Especially for people in lower paying jobs or who don't have adequate savings, this is particularly challenging.
373	Should be consistency between staff and faculty, maternal and paternal leave.
374	I was able to use the leave after my first child, due to I was a full time staff employee. However, with the birth of my second child I was not offered leave due to being a part time employee, I fortunately was able to make it work with the timing of my daughter being born working with my work hours. However, I do not feel that is right to limit it to full time employees only.
375	I was very pleased with the flexibility and benefits offered after the birth of my first child, at which time I was a full-time employee. As a part-time employee at the birth of my second child, my only option was unpaid leave, which I guess is better than nothing but was financially difficult.
376	N/A

377	Navigating the leave & FMLA was a bit confusing, but I will say that the leave manager at the time was very helpful (this was 15 years ago). It is also strange that you have to make a phone call from the hospital making immediate notification of the birth of your child (I can't remember if this is for the FMLA or the short-term disability).
378	Matt McCabe in HR was a wonderful resource to me as I planned my leave and transitioned back to work. He answered questions in a timely manner, and I felt like he was truly looking out for me throughout the process.
379	n/a
380	It was easier having a baby

15. Please leave comments related to what you would like to specifically see included in the Leave after the birth of a child/FMLA policy for Staff at CMU or what you would like to see instituted in terms of a Parental Leave Policy for staff at CMU (which would also assist fathers and staff who adopt).	
Response Count	
534	
Answered question: 534	
Skipped Question: 745	
Response Text	
1	Obviously I would love to see more paid time off for new parents, both mothers and fathers.
2	Would like to see reserve sick days able to be used instead of PTO
3	My husband is currently afforded 6 wks of fully paid leave upon birth of his child which is flexible and can be taken within either 6 months or 1 year of the event. It would be nice to see a similar policy here.
4	I think some clarity/formal policy about starting a job when you are pregnant and how to handle non-FMLA leave would be good. I am lucky to work in a very accommodating department, but I think that could be problematic for new employees to navigate on their own. To assume that you would only get 6 weeks of job-protected leave seems not at the standard for CMU.
5	I believe that any staff member should be entitled to parental leave when a new child is entering the family. This extends to male and female staff members, and families who choose to adopt children for any reason.
6	It would be nice to give staff (men & women) more time off to bond with the baby. Also include for staff if they adopt they get the same benefit as a natural birth.
7	Our short-term disability policy in general is not ideal. Many companies offer full parental leave for 6 weeks and full pay for any short-term disability after being with the organization for 5 years. Situations where employees require short-term disability coverage are stressful enough. The added stress of a decreased percentage of pay add to this stress.
8	With an increasing number of adoptive parents I think that the university should offer 6 weeks of paid leave to those families in the same way they offer leave to those who give birth to children.
9	Don't make married couples split the 8 weeks. Do let people who have reserve sick time use it for FMLA to get full pay.
10	Do make the staff policy more competitive with local industry benefits.
11	If Faculty get full pay during their 8 weeks, staff should receive the same privilege.
12	I would like to see a longer period (at least 2 months) of leave for staff without using FMLA for ALL of the following: birth-mother, spouse to birth-mother (husband/wife/etc), guardians, and adoptive parents of whatever gender. I would like CMU to match the policy for parental leave for staff and faculty.
13	Staff members should be offered full pay during their leave of absence. Staff members should not have to worry about their partner working overtime to make ends meet after the birth of a child.
14	It is my understanding there is no paid leave for parents that adopt. This is disheartening and I believe this could impact decisions made by future parents of CMU. I hate to think of a scenario where a child was not adopted because the person could not afford the financial hit to their life. The other disheartening element is the implications that adoption is a choice. Pregnancy might not be possible or a safe option for parents– the lack of coverage with adoption has underlying implications that adoption is a lesser form family.
14	Father's should be eligible to take a leave after the birth of a child. This would allow a mother the opportunity to continue on in her career without a period of absence if she so chooses, and for a father to be more involved in the early stages of a child's life.

15	Staff are the backbone to this university and should receive benefits (leave, tuition, etc.) equal to the faculty and upper administration.
16	PTO days should not be forced to be 5 days or less if an employee is planning to take FMLA interruptedly. Paid by University Holidays should not be cut 60% as the rest of the SDL. Employee should be paid for at least 6 weeks of SDL and not 5 weeks + 1 week unpaid ("waiting period").
17	1.) I do not agree that a staff member should be required to use all but 5 PTO days before you can use intermittent FMLA. A baby is regularly sick the first year or two years his/her life, and therefore, so are the parents. That's the time when you NEED PTO days. CMU should get rid of this requirement. 2.) Staff should be guaranteed some type of leave for adoption. 3.) Parental leave should be extended to the father.
18	An increase to 12 weeks of paid leave at a higher rate of pay (greater than 60% of salary, since diapers cost a small fortune) would be a start to catching up with maternity leave in other developed countries. This should extend to adoptive parents as well.
19	I would like the percentage of pay to be increased to 100%. I would also like the staff benefit to apply to non-birth parents thus acknowledging non-normative family structures.
20	Staff and faculty should have equal policies. Leave should not be limited to birth mothers only as there are many of us who cannot have family in the typical heterosexual way. Birth should not be classified as a short term disability -it should be a maternity leave.
21	I would like to see at least 80% of salary granted for short term disability in the FMLA and a choice as to keeping or using vacation. Also, the mother should have the option of a (3 days a week return schedule) for at least a month. CMU'S policy should allow the same benefit to parents who adopt infants. They too deserve that special adjustment time with their new family member.
22	Consistency on leave for both leave and adoption situations
23	Same benefits should be offered to staff who adopt.
24	I believe staff should have the same opportunities as faculty on this campus--regardless of our roles here at CMU, we all contribute a significant amount of time, energy and effort to create a meaningful and quality experience for students.
25	I think that there should not be a distinction between the leave that faculty and full time staff receive. New mothers should be able to take at least a month of paid leave without cutting into their PTO and new fathers should get at least 2 weeks. This is not only the right thing to do from the perspective of fostering healthy families, but also makes it more likely that female employees will return to work after they give birth. And employees that are able to take advantage of policies like these are going to be more loyal and dedicated if they feel like the university is looking out for them from a wholistic perspective, not just as a unit of labor.
26	I feel there should be the same rights for Staff as there are for Faculty - as humans, how are we any different? I can see how we differ in job status, but for basic rights whether we give birth or adopt, everyone needs time at home to acclimate to a newborn, and in my opinion, should be compensated fairly. It isn't right that adoption is paid leave for Faculty, but Staff are not accomodated in this area. They are permitted to take FMLA, but are not paid for any of the time they are gone, other than their PTO. I am just not sure how a university who fights for equality in every other area of race, religion, gender, sexual preferences, etc. There there isn't equality in rights between faculty and staff.

27	full pay for 6-8 weeks, or full pay for a longer period of time. FMLA should not be associated with this policy, because starting a family should not be seen as a medical issue. Should also have the exact same benefits for paternity leave.
28	I believe Women/Mothers who are full-time staff, should be paid 100% for 6-8 weeks. Men/Fathers should be given 1 full week at 100% pay. All additional leave after those time periods are unpaid or could use PTO.
29	Why are faculty able to get a semester but a staffer only 6-8 weeks? A staff member should be treated just as equally as a faculty member. I think CMU needs to reconsider their stance on this matter. They also need to realize that there are very few differences between the birth of a child and the adoption of one. Yes, a staff member who has given birth to a child has a body that is going through a huge range of changes and emotions, but looking at it just from a parenting aspect, it is still a newborn baby. That will need taken care of day and night. It is not fair to exclude staff members from the rights that faculty have, and even more unfair to not present the same rights to a staff member who has adopted a child to one who has given a natural birth.
30	I think that Staff policy should be brought in line with faculty policy so that staff members (mothers and fathers) can also benefit from paid leave following the birth or adoption of of a child.
31	Ideally, all parents/guardians who birth or adopt a child should receive equal leave time. And ideally, paid time off should start the date the leave begins - not 5 days later. And, ideally, it should be at 100% - at least for the 6-8 weeks. Though this won't affect me anymore, it would be nice for the next generation to benefit from new and better policies for new parents/guardians.
32	Leave MUST apply to male and female. It's sexist, disrespectful, and altogether rude to continue offering leave for the 'Mother' only. ESPECIALLY, fathers who adopt. It also angers me to find that Faculty can receive a full semester of paid-leave. If I had the option, I would target the adoption or birth of a child for January: this way, I could take off the entire Spring Semester, and have the Summer off. That's (8) Months of valuable/quality time with new family members.
33	See above
34	The parental leave policy for staff should cover paid leave for fathers after birth or adoption.
35	1. It'd be great if fathers could take some sort of formal Leave ... even if it's a week or two. 2. I know a staff member who adopted a new born, and there was no formal Leave for her. She had to take PTO to care for her new child. That's unacceptable. Adoption is noble and should be encouraged with equal or better benefits than women who choose natural birth. There are far too many children that need a good home, and the adoption process is lengthy and expensive. It'd be great if adoption benefits were offered to families of female and male employees who chose to adopt.
36	I always thought the policy was not favorable. Now to learn that there is a discrepancy between staff and faculty for maternity leave is appalling. I do not plan to use the leave as mentioned above but the vast difference in policy illustrates how staff are treated by the university.
37	I would like to see an equivalent process to the faculty. I would like to have an actual maternity leave policy that doesn't label birth as a short term disability. I would like to receive full salary while using this maternity leave policy. I would like the leave policy to be for birth or adoption. I would like an equivalent leave policy for the non-birth parent (not just fathers).
38	- Faculty and exempt employees receive the same benefits (pay and length of time off). Several top tier universities offer the same benefits for faculty and staff, which shows a respect for the ecosystem of all that work hard to make CMU great. - 16-18 weeks of unpaid leave for a pregnancy related disability benefit offered. Of those 16-18 weeks, 6 weeks of paid leave should be offered. - CMU should implement and offer a flexible work arrangement policy for all faculty and staff, where appropriate, similar to Columbia's (http://worklife.columbia.edu/fwa-policy) during the

	parent's first year after returning to work
39	Staff should be given full paid leave.
40	New father's, as well as mother's, should be able to take parental leave. I did not have that when I was a young father and would have enjoyed. This women only rule feels discriminatory.
41	A status separate from disability seems appropriate. I am sure many staff would appreciate a broader parental leave policy.
42	With respect to this specific issue, I would like to see staff have same benefit level as offered to faculty.
43	I worked at a small non profit 9 years ago and had 12 weeks time off at 100% pay. I would suggest something similar. Also, see SWEDEN.
44	-It would be great to offer an extended, additional unpaid leave, up to another 4 weeks after FMLA since 12 weeks is pretty short, AND the part time options are not good options since you lose some benefits when not full time (eg accrual of PTO). Also, what about some additional WFH options, such as 1 day/week? Its obviously not a replacement for childcare, but being able to pump at home, not commute, etc can make a huge difference in integrating back into the workforce. -Additional provisions if you have twins/multiples (possibly extended FMLA time per point one above, or longer). -Student policy seems ambiguous with the "and/or".. Do they get paid from their stipend? Should be universal yes or no. A 'loan' is pretty ridiculous, actually, for the situation. (I know I am only supposed to comment on staff benefits).
45	None
46	3 months paid; opportunity for additional leave with declining salary support up to 6 months. Generally, proportional benefits for proportional work (so 70% benefits for 70% work, etc.)
47	There should be some allowance for paid leave after the birth or adoption of a child.
48	Some duration of full paid leave should be offered for all new parents. In my first weeks of maternity leave I still addressed many work emails in an effort to assist faculty requests and my coworkers, yet i was not compensated for this work. If a job does not physically require a staff member to be on campus, some degree of flexibility should be offered with regard to working from home on a regular basis (a day or two each week and not just for special needs which may arise).
49	FMLA should NOT have to be shared by 2 staff members who are both employed by the University if they adopt or birth a child. FMLA should NOT have to run consecutively with STD. Staff members should be allowed to take all 12 weeks of FMLA.
50	More streamlined benefits and longer leaves for both parents.
51	Three months full pay after giving birth would be reasonable. Some countries have paid leave for a year or longer after giving birth, which is too long. Somewhere in the middle would make the most sense in my opinion.
52	That it could apply to part-time staff.
53	I think the policy should be extended to individuals who adopt and fathers, if the mother of their child is not able to take the time off after birth or adoption.
54	I would like to think staff and faculty should receive the same leave benefits to encourage staff to stay at CMU. Both should get full pay for the same amount of time regardless of gender.
55	CMU should have a leave policy that supports adopting parent and fathers. Currently leave is unpaid unless there is a medical disability. Consideration should be given to providing some compensation to staff when they have a child regardless of medical need.
56	This is an opportunity to treat staff better and lessen the gap between faculty and staff privileges. give them full pay, my god they shoved a human out of them so stop punishing them by reducing

	pay, diapers are expensive
57	<p>I don't think burning all of my vacation time to keep my paycheck during the birth of my child is a very helpful practice. Additionally, fathers do not benefit at all from the short-term disability leave, which seems extremely biased. What if two fathers choose to adopt a child? Under the current policy, neither of them appears eligible to receive any percentage whatsoever.</p> <p>What if someone that starts working for the university was already in the process of having a child (say, 4-5 months pregnant or was nearly complete with the adoption process)? The current requirement equates roughly to 7-8 months you must have worked for the university.</p>
58	I would like to see staff provided with some type of maternity leave. I believe the University is very behind with most employers in the area with not providing staff (mothers and fathers) with some type of maternity/paternity leave. Short term disability is not maternity leave. Also, five to seven weeks (technically it is not six to eight because the employee is required to use one week of PTO at the beginning of the leave period) is very little time to heal physically after childbirth and allow the baby and mother to become adjusted. If the University allowed a few additional weeks of paid leave, the staff member could be better adjusted and able to perform better when he/she returns to work.
59	For all these years woman have had 60% of their salary for 6 or 8 weeks and unpaid time off for the remaining 4-6 weeks. Now, all the sudden men want paid when their partner has a child. How about we understand what problem we are trying to solve.... are we trying to retain more women in the workforce? If yes, then pay women 100% of their salary and give them more than 12 weeks.
60	100% Pay for either/both parents of the child.
61	100% pay for staff on leave.
62	Benefits should not be just for faculty. If we are interested as a university in fostering a cohesive and inclusive community, equal benefits should be available.
63	6 weeks is not long enough. My doctors said they are still developing their immune system in the first 2 months and to avoid crowds. So not great to have to put them in daycare at 1.5 months. I also found daycares wouldn't take them until 2 months. Giving just a few more weeks would be helpful for parents and baby.
64	<p>For fathers, it would be nice for them to be able to use their reserve sick bank for 100% pay when absent after the birth of a child. Having fathers home more may help the mothers be able to return to work a little sooner, but would be beneficial to the family.</p> <p>It would be nice to have a period of 100% pay for mothers for part of the 12 weeks or to be able to take additional job-protected leave after 12 weeks.</p>
65	Perhaps these hopes are high, but I would like to see a year of paid maternity leave at a person's full salary.
66	If not that, at least make the terms equal to that of tenure track professors -- full pay for roughly four months (the duration of a semester).
67	include step-children
68	Institute Parental Leave Policy for staff
69	Staff leave should be equal to faculty leave at one semester (or equivalent timing) at full pay. This should also apply to adoptive mothers. We should have proper measures in place for new mothers (adoptive included) as a priority before we even think about fathers. However, fathers should be able to take up to six weeks paid leave similar to what some other employers locally are starting to offer.
70	In addition to PTO balance, I'd like to see flexible paid leave that may span over the duration of at least a year. After a certain point, I don't want to be off from work entirely, but rather want to reduce my work hours to allow for doctor's appointments, childcare accommodations, etc.
71	I think fathers should be able to take leave for births and adoptions as well.
71	6 Weeks for parents of either gender of full paid leave, with an option to take unpaid FMLA and STD thereafter.

72	I think there should be a pool of time for anyone who is the parent or legal guardian of a newborn or adopted child to take paid leave. I don't know what that time should be, but it should exist across the board for everyone. If people want to dip into different portions of PTO after that, that is fine. But there should be a designated period of time across the board where anyone, regardless of gender, the circumstances surrounding their partnership, or whether they actually physically gave birth to the child, should be allowed to take paid time off to spend it with their newborn or adopted child if they are the parent or legal guardian. Segmenting paternal/maternal leave based on gender makes no sense, especially when you consider same-sex couples and people whose gender exists on a non-binary spectrum.
73	I would like to see the policy updated to include parental leave for up to 3 months at the short term disability percentage rate. I would like to see the policy to include for paternity leave during this time to include a 12 months window. The father should have the opportunity to choose to care for their child once the mother returns to work or within a one year period. During this time, the father would also receive the short term percentage rate.
74	I was not aware of these policies since I do not plan to have a child in the foreseeable future anyway, but I am surprised by the stark contrast between the policy for faculty and the policy for staff. The staff policy could certainly be better (longer term of paid leave and/or more than 60% of pay for the paid portion of the leave).
75	It would be nice if the staff benefit matched the one the faculty currently get.
76	I feel it is important for CMU to also offer paid leave to staff fathers (an equal accommodation), and for the length of the leave to be longer. I think it would be reasonable to pay 60% for the first 6 weeks and then 30% for 12 more weeks.
77	I agree the benefit should be extended to both parents in both birth and adoption situations.
78	If students and faculty have 4.5-5 months of paid leave, why don't the people (staff), who support them daily, receive the same benefit?
79	Based on the accommodations made for faculty who have a child or adopt a child, I think staff should be entitled to similar allowances. The birth mother should receive 8-12weeks of paid leave and the same should apply if you adopt a child. Adoptions are typically very time-consuming and tedious, so you may feel like even with all of your vacation days, it wouldn't be enough to meet the needs involved with the adoption process from start to finish.
80	An actual maternity leave benefit with full paid time off that has nothing to do with short-term disability. How is this even a question?
81	I believe the policy should be longer for both mothers and fathers and should more explicitly explain that only 5 weeks are paid at a %, NOT 6 (unless you take PTO).
82	It would be great to receive some support as a male. I will have to use all of my PTO in the first several weeks and that will leave not flexibility for time off required after the fact. Supporting both mothers and fathers that work hard for the university would be greatly appreciated.
83	There should be no difference between staff and faculty benefits. Mothers are mothers.
84	Evaluate extending the leave policy after evaluating other academic and industry examples in the area - especially high tech examples such as Google, Apple and Uber.
85	Fathers should be included in the parental leave policy. It should also not be viewed as short term disability for female staff members. I think fully paid leave up to 6 weeks is necessary, and any additional weeks should be 50-60% pay.
86	I believe adoption should be covered by the leave policy. I also believe that Fathers should be given a certain amount of leave time.
87	Increased length of time off with pay. Ability to take unpaid leave for a little longer and retain your spot in the office.
88	The 60% salary is definitely a hinderance - would like to see it be 100%.
89	I was recently stunned to found out that if a staff member adopts a baby or young child, their only option is to take unpaid FMLA or to use PTOs. People choose to adopt for many reasons - and to not allow them the same benefit financially, as someone who is able to birth a child, is just stunning. Any man/woman who adopts a young child should be supported by the university, and supported financially vs having more of a burden placed on them if they choose to adopt.
90	The father or domestic partner of a newborn should be afforded time off to help the mother and to care for their child.

91	<p>While CMU follows the bare minimum of leave required in the US, it would be nice if a more extended leave policy were available. Even having FMLA not run concurrently with STD would be a start.</p> <p>An official stance on telecommuting, when the job allows for it, would also be reassuring.</p> <p>It would also be nice if adoptive and/or primary caregivers could take advantage of the leave policy.</p>
92	<p>As a new dad, I took PTO and unpaid leave. While paid leave (for a dad) 'sounds' great, the question is who pays for it? And for how long? 2 weeks? 6 weeks? 12 weeks? Heck, why not 6-12 months? What is the limit? This isn't Sweden - we don't pay ~75% of our income in taxes. Being responsible, I take care of my family by making sacrifices where appropriate. I don't want to support someone else's family while they stay home on paid leave for months at a time. I need as much of my income to support my own family. And don't pass the costs on to our customers/students, as that would make us less competitive, more costly, and in less demand. Be responsible for your own actions. Nothing is free.</p>
93	<p>Greater latitude and flexibility surrounding when a new parent can return to work considering their level of responsibility and the type of work they perform.</p>
94	<p>For fathers I would like to see at least two weeks of parental leave with full pay and benefits, separate from normal PTO.</p>
95	<p>The leave should be at 100% for 6-8 weeks. Then if they need additional time, it should be at 60% up to 12 weeks. After that, they would need to take FMLA (unpaid leave).</p>
96	<p>I feel like allowing for as much time as possible benefits the family the most. While some may need to be back at work for financial reasons - it is nice to have the option of the extended leave. I would also encourage it for fathers as well.</p>
97	<p>I believe fathers and staff who adopt should receive benefits.</p>
98	<p>I would like to see males included in the leave policy, and up to 6 months of paid leave.</p>
99	<p>It would be good to have an option for a longer period of time off, say like up to four months, instead of only the 6-8 weeks off.</p>
100	<p>Include the accurate details of leave. I understand they want to say six weeks. But it's 6 weeks TOTAL including the 1 week of PTO used</p>
101	<p>I would like to see employment-related policies for faculty and staff be more aligned since we are all employees of CMU.</p>
102	<p>I do not currently have any suggestions.</p>
103	<p>I would like to see the Staff policy include a paternal leave component.</p>
104	<p>CMU should offer a full paid 12-16 weeks for mothers (without relying on short term disability) AND should offer a defined pair range for fathers as well. 204 weeks of PAID paternity leave would make CMU a leader on this topic.</p>
105	<p>I think a staff person wanting to use parental leave should have more time, comparable with what faculty get.</p>
106	<p>Parental leave should absolutely encompass fathers and adoptive parents. Also, with the rapidly increasing costs of higher education, CMU should give staff members the same tuition benefits at other universities that faculty members children receive.</p>
107	<p>While my issue is not directly linked to the Parental Leave Policy, it affects my children and I would be doing them a disservice if I did not take this opportunity to make my thoughts known. The "Tuition Benefits for Dependent Children" does not apply to my children simply because they are my "step" children. I find this to be unfair and am considering looking for a position at Pitt so that I can help my children with their college tuition. I help them with everything else in their lives... they are my children, I am their mom, there is no "step" in our world. They are claimed on my taxes, they are on my medical, dental, and vision benefits. It is unfair that I pay the same costs for these benefits and am not able to reap the same benefits as others simply because I am not a "birth parent". I know of others on campus who are unhappy with CMU's tuition benefits and the fact that staff only receive a percentage of what the faculty receives for their children with regard to tuition benefits and the length of time they have to be employed</p>

	<p>before they are even eligible for this benefit. They are also considering taking jobs at Pitt. My daughter will be entering college this fall and it is a shame that I can't help her with her tuition at Penn State. Below is a copy of the Education Benefits for Dependent Children of Staff Employees offered at Pitt...</p> <p>Education Benefits for Dependent Children of Staff Employees</p> <p>Required Criteria for Education Benefits</p> <ul style="list-style-type: none"> • Staff employee must be regular, full-time. • The student must be a natural, adopted, or step child of the staff employee. • The student must be listed as a child dependent on the employee's Form 1040 U.S. Individual Income Tax Return for the calendar year most applicable to the academic term for which scholarship application is being made. Please view the "Qualifying Child Rules" page on the Internal Revenue Services' website. <p>Effective Date for Education Benefits</p> <p>The benefit is not available until the staff member has completed the provisional period by the date listed below. If the provisional period has not ended by the date below, the benefit will begin the first term after the provisional period has ended.</p> <p>Fall Term September 1</p> <p>Spring Term January 1</p> <p>Summer Term May 1</p> <p>Education Benefit at the University of Pittsburgh</p> <p>Dependent children are eligible for the education benefits for 12 terms of undergraduate level coursework. There is no credit limit for a dependent per semester. The benefit for a dependent child is 100% of tuition.</p> <p>Registration for less than the maximum credit load allowed in the Fall Term, Spring Term, or Summer Term uses one of the 12 allowable terms. Dependent children attending high school and registering for courses in a term at the University, also uses one term of the 12 allowable if they enroll at the University.</p>
108	I felt like I needed to save every single vacation day so that I could be paid during the FMLA. I couldn't afford not to receive pay. That is why I needed to come back after only 11 weeks with my second child- even though I had a c-section. Why is staff leave so different than faculty leave? Also, why is staff leave pay/timeline different if you deliver via c-section. That should be irrelevant!!!
109	More help financially than the 60%
110	Full time pay while off and more than 6 weeks leave paid.
111	I think full pay for the full 12 weeks FMLA for either parent is fair.
112	As a mother, I think that leave policy in general in this country is outrageously short. I would like to see at least 12 weeks at least partially paid at a minimum. No woman should be expected to come back to work 6 weeks after giving birth. Options for part time employment after the first 12

	<p>weeks would be good as well. I'd like to see parity for spouses/partners and adoption, and I'd like partners to be able to stagger their leave to allow the child the longest possible time at home.</p> <p>The family issue that will affect me the most is parity on educational benefits for dependent children. I have a child who will be entering college in 2019. I don't think it's fair that faculty gets such an excellent amount for tuition at other institutions, while staff gets less than half of Pitt's tuition, and we have to wait five years for that. I will miss the benefit for his first semester by less than 6 weeks of service. If he decides to attend Pitt, I will have to think seriously of seeking employment there, since I would be eligible for full benefits after 6 months of full-time employment. I can think of several people I know who have done, even though they had been at CMU for a long time and were valued employees. Moreover, I know staff who have dependent stepchildren who are on their CMU health benefits and claimed on their taxes yet they aren't eligible for the tuition benefit. Those children are eligible for Pitt employees. We should have at least as good a tuition benefit as Pitt offers their employees, if only to reduce staff turnover. However, giving staff and faculty the same benefits would show the staff that we are considered a valued part of the CMU community. Lunches and events are nice, but equality is better.</p>
113	I don't really have a problem with CMU's policy on this issue. Instead, I think the federal government needs to revise the FMLA law to provide more time off and guaranteed PAID leave for BOTH mothers and fathers of newborn children.
114	I believe Parental Leave should be extended to fathers. Also, it would be ideal if 8-10 weeks could be taken by full time staff members at 60% pay. I have watched several co-workers have babies, and none of them have been able to comfortably come back after 6 weeks. It really isn't enough time. 8-10 weeks with pay would make a big difference for new mothers. Those early weeks are very tiring and stressful, and also very important for the bonding of mom and baby. I would like to see maternity leave extended for birth moms, and perhaps a shorter policy extended to dads.
115	I feel even if you adopt a child -- you should be given the same benefits, as a person who has given birth, like short term disability. We still have to deal with the same circumstances.
116	<ol style="list-style-type: none"> 1. CMU should extend staff paid parental leave benefits to fathers and to adoptive parents. Currently the university's partial paid leave only applies to birth mothers, and is covered under disability leave. 2. CMU should increase the percentage of staff paid parental leave from 60% to 100%. 3. CMU should increase the length of staff paid parental leave from 6 weeks to 26 weeks, and offer an additional 26 weeks of unpaid leave, totaling 1 year of job-protected leave. Over a 5 year period, CMU should completely close the gap between faculty and staff paid parental leave.
117	I understand that much of what happens during family leave is mandated by state and federal guidelines. However, CMU can do much more for its staff, starting with recognizing how entirely unfair it is for full time faculty to receive greater benefits than full time staff. Any mother who works full time as staff would love to receive a semester of paid leave. It would also be great to do away with preferential treatment for faculty over staff for acceptance into the Cyert Center. In other words, stop treating your staff like second class citizens. Support your new parents with more generous leave and accessible quality childcare.
118	It would be great if you were not penalized for having a baby in terms of reduced pay. In addition, 6 weeks of leave is truly not enough time to recover. As a mother, by the time you recover from scars/issues associated with childbirth, it's time to go to work and the impact of sleepless nights and the overall increased workload at home has to have a negative effect. It would be nice if the employees of the university could all be treated equally so that there could be just one policy for Staff/Faculty.
119	3 months off at full pay.
120	I don't know what info is available now, but when I was first pregnant in early 2014, I couldn't find definitive information, so had to ask HR, which was uncomfortable for me, since I don't

	trust the confidentiality aspect of the HR in our school
121	Full pay and longer term of absence than 6 weeks to be with child; if not full pay, at least a longer length of partial pay (and no mandatory PTO use) before being able to go on FMLA/leave for birth of a child.
122	The disparity between staff and faculty in this area truly leaves a bad taste in one's mouth. Many staff members struggle financially because of the loss in salary following the birth or adoption of a baby, and this is a time in their lives when financial worries should not be at the forefront. I struggle with the idea that having a baby is "short-term disability) and I also think that lower-paid staff members are truly disadvantaged. Our family could afford the maximum FMLA leave when my wife gave birth, but many cannot. It seems that we could be much more progressive in this area, and send a positive message.
123	At the minimum, 12 weeks paid leave.
124	Staff should be given the same amount of time off as faculty.
125	I do think there should be an unpaid (but job protected) parental leave available to both parents (including adoptive parents). I know that currently there is an unpaid personal leave that is available to any FT staff member but that leave is at their managers discretion. Something more formal and university wide would be better.
126	I've noted the specifics of this in my proposal, which staff council and HR has a copy of.
127	It would be wonderful if the university could consider 8 weeks of pay for the birth of a child and/or the adoption of a child. Thank you.
128	incorporate a return to work plan that may include: working part-time, reporting to the office 2 or 3 times a week, or working from home a few days a week. This will help ease a new mother or father back to work and potentially help with child care services.
129	I would like to see a minimum of two weeks 100% paid leave for parents (mother and father) for the birth or adoption of a child, with 60% paid leave being allowed for fathers as well as mothers, if desired. Personally, I wouldn't have taken more than two weeks off if it had been an option with my children, but I know that not every baby or mother gets to come home right away and having that option is important when it's needed. Financially, 2 weeks at 100% and 5 weeks at 60% is about the same cost as 8 weeks at 60%.
130	-16 weeks of fully paid and vested maternity leave for biological moms, 20 weeks for mothers that experience complications during birth or multiple births -12 weeks of fully paid and vested family leave for non-birth parents, regardless of gender, including adoptive and surrogate caregivers -A ramp back program that would allow new parents to work at a reduced schedule as they become re-accustomed to work over the 8 weeks following maternity or family leave
131	Why is there such a drastic difference between staff and faculty maternity leave? At least meet halfway. Staff should get at least 2 weeks paid from the University before requiring PTO/STD.It's bad enough that even though you get your great "2% raise", you actually make less every year because of everything else going up. CMU does not take good care of their dedicated staff as they do their faculty.
132	It would be nice to have a period of time allowable to work part time without losing your full time job.
133	I am an expectant father. My spouse does not work at CMU. I think it is important to remember heads of household in your employment policy, not just birth mothers. My wife's workplace only offers FMLA, so I will be the main salary for the three months after the birth. Therefore, I only plan on using my PTO--the same bank as my sick days, vacation, et cetera. This draws down my PTO right at a time in life where the chances of me needing to take random days off rise greatly. I would suggest that CMU give an option of either some additional PTO for parents of newborns at time of birth (especially since faculty--who already make the big bucks--get an entire semester regardless of sex), or the option to waive the extra time for a cash bonus.
134	Things should be more parallel to the benefit that faculty are receiving. As with them needing to be tenure track and similar to other benefits we receive, I could see there needing to be some required length of time a staff member would need to be at CMU before receiving a full paid

	leave, such as employed for at least 3 years. Maybe if you have a child prior to that length of time, the benefit remains what it currently is. A full paid leave of up to 16 weeks for regular full-time employees who've met that 3 year requirement makes a lot of sense to me, and I think there should be some benefit for fathers, though I'm not sure that the length of time should be the same, unless you are the primary caregiver. Having had children and c-sections, what you go through is definitely different than if you were not the person who has the baby or if you adopt -- there is a need for recovery for the person who has the child. Maybe it is 12 weeks paid leave for fathers, non-primary caregivers and those who adopt.
135	The United States has one of the worst leave of absence policies for new parents out of all the industrialized nations. At CMU, staff works just as hard, if not harder, than any tenure-track faculty. Benefits should be the same for staff and faculty.
136	I would like to see the parental leave policy be on par with the faculty leave policy in either (if not both) length, i.e 16 weeks vs. 8, or coverage of cost, I.e. full salary vs. 60% of pay.
137	I don't think it is fair that faculty have such a better benefit. I think that staff (both male and female) should have the same benefit as faculty.
138	I think there should be paternal and maternal leave. Paid maternity leave shouldn't just be for faculty. Staff should also get fully paid leave for at least 4 weeks. The US is really backwards on this policy compared to more forward thinking European countries.
139	Adoption is a very important concept that should be taken into consideration in our Parental Leave Policy. Not every individual family on this campus begins a family in the same manner, but considerations need to be made to be more inclusive to the needs of our diverse campus community.
140	What I would like to see instituted into the 'Leave after the birth of a child/FMLA policy for Staff at CMU', is for the leave time to extend to 12 weeks after the birth/adoption of a child. 6-weeks has been researched as not being enough time for the parent(s) to find daycare, and get their work/life schedules in balance.
141	I would like to see equal rights to faculty on campus.
142	I had a son that had open heart surgery. I was told that my job could not wait until he was better. Therefore, I lost my job, and I lost all of my years of service that I had worked very hard to accumulate because I was gone for longer than one year. I think that not only should the 60% be raised higher; but if you return to campus and have worked longer than a few years, I think that your original years of service should be reinstated.
143	It would have been really nice to be treated as two individuals not as one in terms of our FMLA time. I do not believe that two people working for the same University should have to split their leave if they are married. If we worked at different places we wouldn't have had this issue. It would also help to have better paid leave. 60% of pay for 6 weeks is not that much. To add to that the first week is a 'waiting' period in which you have to use PTO or unpaid days. So it ends up being 5 weeks at 60% of your pay. It was a struggle for our family for me to be off work to enjoy and care for our new baby.
144	<p>Women at many other universities and companies receive full pay without resorting to taking 'vacation' (but sometimes they are asked to use up their 'sick leave') after the birth of a child, including in some cases for much longer than the federally required minimum at no pay required by the FMLA. In addition, most of these companies also offer paternity leave as families and time off from work to care for a child is not the sole responsibility of women.</p> <p>See a short summary of the programs at companies that CMU is often competing with for Faculty and Staff engineering & research talent:</p> <p>http://time.com/money/4098469/paid-parental-leave-google-amazon-apple-facebook/</p>

	<p>I would love for CMU to be considered a leader in diversity and inclusion by encouraging women and men who want to stay home with their newborn to remain at CMU by offering much more than minimally required new family time. Offering father's paternity leave (both paid and longer term unpaid) is also common practice at other institutions that want to promote and encourage family friendly working environment.</p>
145	I would like to see policy across the board that provides comparable paternity leave for fathers.
146	I believe you should pay 100% of their salary for 90days of their leave.
147	I would like to see 6 weeks of paid (at 100%) Leave for the staff member, regardless of whether the staff member is the mother or father.
148	<p>In my opinion the thing we are missing is a more flexible part-time schedule for staff women returning after leave. Currently, you have to be full time or part time (meaning you lose benefits and have to pay \$\$\$ for health insurance). So, something in between part-time and full-time, like a 80% time.</p> <p>An ideal plan would be allowing women to return from work on a 4-day/week schedule in which their pay is adjusted down, but they don't lose the retirement and health benefits for 1 year. So, This would eliminate unequal and sneaky under the table deals that currently take place.</p> <p>Also, have a 16 week leave option!</p>
149	I would like to see a designated space for pumping. Ideally, it would be nice to be able to take longer than 3 months off, even if unpaid.
150	<p>I think it would be best to have the Paternal Leave Policy applicable to staff as well as Faculty.</p> <p>6-8 weeks is a short time to be off to recover. For the father, it is also a difficult transition because the mother is healing and needs help. This is also a critical bonding time for family. Especially when having to work long hours normally.</p>
151	extended time off, flexible work schedules and work from home programs for new parents (or those taking care of elderly parents). women are particularly negatively impacted when they need to juggle work and family and are not supported by their place of work to do so. I know this was not a question asked but it would be nice to have free childcare for staff and faculty or something that is income based or at a dramatically reduced price. new parents usually return to work quicker and are more productive when these things are in place.
152	The policy should be equitable for staff and faculty.
153	<p>Both men and women should have paid leave for much longer. So many other countries have amazing policies - the U.S. is so incredibly far behind.</p> <p>Let's look at Sweden:</p> <p>"New parents in Sweden are entitled to 480 days of leave at 80% of their normal pay. That's on top of the 18 weeks reserved just for mothers, after which the parents can split up the time however they choose.</p> <p>Sweden is unique in that dads also get 90 paid paternity days reserved just for them. The idea is to promote bonding between father and child during a time when moms are getting most of the attention."</p>
154	http://www.businessinsider.com/countries-with-best-parental-leave-2016-8/#iceland-5
155	Paternal leave
155	I realize that there is a cost associated with any paid leave that the university must bear, but I think that having at least 10 days paid parental leave (for mothers and fathers) would go a long

	<p>way in demonstrating to employees the importance of work/life balance and family values. This would have a direct impact on enhancing recruitment and retention issues at the university since this is an issue that frequently is mentioned when benefits are discussed with current and prospective employees. In addition, having a benefit that is more robust (for faculty & students) than other areas of the university (for staff) is unfair and suggests that the parents and babies of certain classes of employees are more important than others. That does not sound consistent with the inclusive environment that the university has been emphasizing as of late.</p>
156	<p>I think that CMU should treat staff and faculty equally in regard to parental leave. If faculty members are given full pay for a semester, with assistance to fathers and those who adopt, then the staff members should be given similar leave.</p> <p>Specifically, I would like to see 12 weeks fully paid maternity leave for staff members giving birth or adopting, and at least 4 weeks paid "paternity" leave for staff members whose significant others have given birth.</p>
157	<p>I believe that female and male staff should receive the same benefits as faculty when it comes to Parental leave. If a faculty member (male or female) is able to receive an entire semester paid to spend with their new child, then I believe CMU staff should be given the same opportunity (perhaps the equivalent amount of time as a semester and fully paid) to connect with their new family in a way that they will not have to worry about the stresses of money, work deadlines, and emotionally debilitating disorders that accompany women after the birth of their child.</p>
158	<p>I would like to see time off starting before the child is born (Google offers 1 month, I'd be ok with a few weeks), and lasting a full 3-4 months at least after birth. I'd also like to see the university be flexible about its policies for returning mothers to come back part time for a longer period of time especially if they mentor students and wind up working over leave anyway.</p>
159	<p>Paternal leave is a vital component of a parental leave policy. Fathers and staff who adopt are crucial to the support of the mother (or other father) and child during the highly emotional and stressful time of the first few weeks of welcoming a new child to the family. CMU should offer support to fathers and staff who adopt of at least 6 weeks.</p>
160	<p>Paid time off for Fathers. Even if at a reduced rate, it would have greatly improved the time around the birth of my son.</p>
161	<p>As a father, I feel was needed and contributed to the family adjustment following the birth of each of our children, yet I had no option beyond using PTO. Providing a week or two of paternity leave, even with partial pay, to be used within the first few months after the birth or adoption of a child would be a family-positive gesture by the university.</p>
162	<p>There should be 100% pay for the 6-8 week leave for the mother.</p> <p>There should be some paid leave for the father.</p>
163	<p>I would like to specifically see parental leave, to include adoptive parents, to lead our peer institutions. To say that our policy is on par with other institution is not a benefit, its lack of courage to do what's right - it's waiting until someone else does it and not being the leading organization that we should be. I believe that all full-time staff or faculty should receive the same benefits, and I believe that part-time should have a prorated version of this policy. All that said, I would like to see it in line with the top organizations that we both send our students to and recruit staff and faculty from: Facebook (16 weeks), Netflix (unlimited), Adobe (26 weeks), Microsoft (12 weeks for non-birth parents, 20 for birth parents), Amazon (6 weeks non-birth, 20 birth-parent), Apple (6 weeks non-birth, 20 birth-parent), Google (7 weeks non-primary care-giver, 12-18 weeks birth/primary care-giver), etc. This is just a short list of tech companies. Even retail organizations are giving generous leave - Starbucks (12-20 weeks), IKEA (16 weeks), Walmart (2 weeks - this is still more than CMU), Johnson & Johnson (9 weeks fathers, 17 mothers), Goldman Sachs (4 weeks fathers, 16 weeks mothers), Bank of America (14 weeks paid w/ option for 14 more unpaid).</p> <p>Ultimately, many major organizations and universities are making major strides in parental leave. CMU is not leading the way in this effort nor is it fulling living up to one of its mission statements, "To cultivate a transformative university community committed to (a) attracting and</p>

	retaining diverse, world-class talent; (b) creating a collaborative environment open to the free exchange of ideas, where research, creativity, innovation, and entrepreneurship can flourish; and (c) ensuring individuals can achieve their full potential." This restrictive policy also doesn't quite meet the values presented by the University, specifically, "Empathy and compassion, reflected in our focus on improving the human condition and on the personal development of the members of our community."
164	I would like the staff policy to include fathers and staff who adopt. I would also like to see an increased pay rate while on leave and ideally the leave would be extended to a full 3 months for staff.
165	I would prefer that the policy for staff include a leave allowance for new fathers.
166	Parental leave should be 12 weeks fully paid. Give parents a chance to bond with their children. Being a parent is stressful enough without having to worry about income. If something, anything, can be done before June 22 (my due date), I would greatly appreciate it.
167	While fathers should be included (or spouses), the actual delivery of a child has a significant recovery period. I believe it may provide a secondary consequence to have equal leave for parents who actually labor and those who don't. Those who don't labor may choose to return earlier, which would reflect negatively on those who have to take the entire time to recover.
168	As such a globally diverse university, I believe that CMU should champion a paid parental leave that more closely match global standards. For example, extending the paid leave portion to the full 12 weeks of maternity for births and adoptions, and consider paternity leave for some portion of time.
169	I think at least 30 days of paid leave should be granted to the Mother/Father when the birth of a child occurs.
170	<p>The earlier question about being aware of the Parental Leave Policy specifically stated it was for faculty - staff is not mentioned.</p> <p>The leave policy for birth mothers should:</p> <ul style="list-style-type: none"> * not be called a "disability" leave, but be named as a separate category intended to cover caring for a child. It should be called what it is - a childcare leave. I think this will be less confusing for future policy changes and help to drive the inclusion of childcare-specific provisions if necessary. * include both parents - what if the father is the only one available? * be extended for the full 12-week FMLA period * be full pay
171	Paternity leave should be available that would account for at least 2-4 weeks. Maternity leave should be a minimum of 3 months, with the option of extending.
172	Some amount of given paid time for the birth or adoption of a child would be super.
173	<p>Leave is expensive to the employer. As an employee I am very aware that when I take leave my fellow employees are paying for it (most directly in lower salaries). So even though it sounds so altruistic to have lots of leave for all types of reasons it is unfair to those who are not on leave.</p> <p>Additionally, anything that can be done from a social engineering sense to encourage parents to have single income families where one parent takes on the full time position of raising their own children is a positive both for the children, the family and society. This could easily turn into a 30 year career with 10 years of childbearing and additional years to raise the children. The more that can be done to promote the value and contribution this career entails the better.</p>
174	It would be nice to have some parental leave for fathers as well.
175	Nobody can live off 60% of their salary. This is a weak benefit. We need the best benefits to compete w/ industry since we cannot compete on salary.
176	Mother's from my understanding still must use short term disability time after PTO is used up. It

	would be nice to see mother's at least offered some type of other type of PTO, similar to bereavement, at least for the 3 workdays days immediately following the birth.
177	It was very helpful to me when I had children to have a graduated part time - work up to full time over a year or so option. Is this a possibility? Without losing full time benefits during the part time part.
178	I have worked in other places where the male (or person not giving birth) receives 3-5 days of 'other time off' after the birth of a child. That is they are given 3-5 days off after the birth that doesn't count against their PTO, sort of like floating holidays. This allows the person to be home and offer support after the birth. I was shocked CMU doesn't have this - I think it should be added. Also, the birth mother should be given 5 days of the same type of time off. Obviously, if planning to be out longer, other forms of PTO would need to be used as is done now.
179	A more robust maternity leave policy as well as paternity leave options. Bringing staff benefits more in-line with faculty benefits would be great.
180	Full pay for mothers, at least 3 weeks full pay for fathers and and both parents for adoption.
181	I strongly believe that people shouldn't be getting paid to reproduce. The leave should be permitted, but without pay. Otherwise it provides an unfair benefit. For those of us who don't wish to have children, why shouldn't we be rewarded equally (or more so) for this choice?
182	Not sure why staff are treated as second-class citizens. There are many departments within CMU providing vital research and development. Those employees put in as much time (probably even more) than a tenured-track professor. It's crap, really.
183	<p>From a mother giving birth perspective:</p> <p>6-8 weeks is entirely too short. 12-16 weeks at minimum would be ideal. And would put us on par with other organizations similar to ours.</p> <p>You shouldn't have to use disability and take 60% pay either. The policy for staff that I have to use up PTO days is also crazy. I will have to burn PTO days for the first 5 days, but then if I want 100% pay I have to burn even more to be able to afford to stay home. I am assuming I can do that, so that may be incorrect. To require us to use disability is also unfair because if we need it later on, we will be unable to use it. Child birth is NOT a disability. Your policies seem OK if you are a faculty member but not if you are staff.</p> <p>There are far too few women working here (I am at the SEI) to begin with and if you would like to attract & retain more women into the technical field your policies needs to be drastically improved for staff. Ive actually heard from potential candidates the maternity policies elsewhere are far better and a reason to not work here.</p> <p>Also - we were in the process of adopting (which hadn't happened yet) but apparently if you adopt you get NO time off & must use FMLA.</p>
184	Leave with pay.
185	I believe more time should be given if you have non-fertilization assistance and to give birth to multiples.
186	I think that staff should also be able to take paid leave if they choose to adopt a child (as I just today learned was covered for faculty). I also feel that fathers should also be given an option to take a paid leave if their spouse/partner gives birth to their child or if they adopt a child.
187	Better financial support should be provided for a more extended period of time for both maternal and paternal leaves.
188	I feel like CMU's FMLA policy is not much more than the bare minimum and fairly uncompetitive with other organization and companies. I'm surprised that maternity leave for CMU staff is only 60% pay and feel that almost every other organization I've heard of offers at least 6 weeks of full paid leave. As fathers have been taking on a larger role in childcare, many organizations have responded by offering paid paternity leave. From personal experience, the first few weeks are physically tough on women recovering and adjusting so having support from the father is vital.

	There should be a single policy for all staff and faculty and student that is equal. Fathers should be permitted paid time off.
189	Mothers, whether faculty or staff, should receive a semester paid maternity leave.
190	In other countries, both the mother and father receive benefits for up to a year for parental leave. Perhaps we ought to look at what other companies in the US do and to see what we can learn from global entities
191	It would be nice to see some benefit offered to fathers of newborn children. If nothing else, at least 3 days off similar to the death in the immediate family benefit. As it stands now, fathers either have to rely on saved PTO or they may be forced (financially or otherwise) to return to work when their spouse and child probably need them elsewhere. In my experience, my wife was in the hospital for 1 week following the birth of our daughter, and my daughter remained in the NICU for 2 weeks. I had PTO built up, so in my case it wasn't a big deal. But if I didn't have PTO saved up, then I would have either had to head back to work early or take the hit financially.
192	I would like to see a paid 6-month leave for mothers, along with a paid month for new dads. Bonding with a child is crucial in those first few weeks, and my husband (also a CMU employee) did not have that option, unless he wanted to take PTO. An employee's health and that of their family's should be first in their lives, and CMU should not rush that employee back from maternity leave.
193	I was not aware that the 12 weeks leave after the birth of a child was unpaid for staff. While 6-8 weeks of short-term disability at 60% pay is certainly better than nothing, I strongly feel that women should receive paid leave (100%) for the birth of a child.
194	I'd like to see a partially paid financial leave for fathers as well as mothers. In my opinion, the mother is essentially an invalid for 6 weeks after giving birth and her partner should be able to take care of her during that time without the financial burden of not working for those 6 weeks.
195	I would like to see better alignment between the policies governing full-time faculty those governing staff. I see no reason why they should be drastically different. Furthermore, the policies and benefits should apply equally to birth-mothers, fathers and adoptive parents alike.
196	Technical Staff should be treated the same as faculty. Probably all professional staff (exempt employees) should be treated equally.
197	No comments
198	I am not well versed in FMLA policy, but it sounded like only mothers get time off? If so, I would like to see leave extended to fathers as well. Both parents should be home with their new child to bond with the child and help each other adapt to a new life with baby together, rather than leaving the work on one parent. It's the humane thing to do.
199	Staff and Faculty should have the same benefit; I think it's discriminatory that Faculty have a better policy. Fathers should also be able to take STD for the birth of a child, and FMLA.
200	Anything for fathers
201	I'd like to see paternity leave included. I'd like to see at least 6-weeks of paid time off for both mothers and fathers (to at least be in line with other employers who have recently updated their policies related to this). I'd also like to see the policy be retroactive to mothers and fathers of recent newborns (say the past 6 months?). Having time to spend with an infant is beneficial to both Mom and Dad, and it helps the bond between the entire family as well. Thanks for considering these changes. I believe they will benefit not only the mother and father, but the CMU community as well.
202	Follow California's lead - start with mandating up to six weeks of fully paid parental leave for workers. Then, follow the rest of the civilized world's lead and mandate up to six months of fully paid parental leave.
203	I think that the leave policy should show a level of flexibility so that it takes into account that not all birth are the same and that under certain circumstances that possibly more time or maybe less time is needed after the birth of a child. Provide a provision to address complications.
204	Would have benefited more from a 12 week paid at 60% with option to take a Nother 12 weeks unpaid.
205	The contrast between staff and faculty benefits in this regard are astonishing. Is it really

	necessary to treat your employees so differently? We aren't talking about stock options. It's obvious in the case of something like stocks that faculty might earn more options than an equivalent staff. This is about kids, everyone has them and everyone wants to do their best to raise them. Do you value faculty children more than staff children? Do faculty deserve more time with their newborns than staff? This is the type of stuff that causes white working-class people to vote for Donald Trump for president.
206	1 year, distributed between both parents as they choose, 80% of salary. Allowances in tenure packages for faculty taking leave.
207	it would have nice to have the option to take more time and not worry about my paycheck/bills suffering. Childbirth, nursing, and taking care of newborn is physically, mentally, and emotionally exhausting and this should be taken into consideration. for staff leave should include 12 weeks with pay. it's important that we remain competitive with other employers offering paternal and maternal leave and up to 6 months or a year off.
208	A longer leave
209	I would like to see the leave to be a paid leave. The birth of a child or the adoption of a young child puts a financial burden on the parent(s) and any help would be appreciated.
210	6-8 weeks regular pay---but paid by disability--for either Father or Mother not both if employee of CMU
211	what about FMLA not running concurrently with short term disability? --- in the instance that a new child requires additional care in excess of the 4-6 additional weeks that FMLA affords the parent.
212	Staff leave after birth of a child: Full paid leave for duration of FMLA
213	Staff should be equal to faculty, and fathers should also get leave. The student policy should also get a boost; I'm happy to learn that student policy exists and I think it should be expanded. Having children and going to college should not be mutually exclusive.
214	Paternity leave should be offered in the name of quality towards men. If maternity leave qualifies women for 60% disability pay man should be able to take paternity and receive 60% compensation as well so that they may bond and assist with the care of their newborn child.
215	I believe a comprehensive Parental Leave Policy would be beneficial to employees, because it would allow fathers to take time off following the birth of their child. Infant care and bonding should not be limited to just the mothers. Also, in the case that both parents are CMU employees, there should be an option for both to take Leave simultaneously.
216	In general, there should be more time off for staff women. Why would students and faculty get more? A woman should be afforded the opportunity to take additional time, up to a year, without pay and be guaranteed her position upon her return.
217	I think Staff and Faculty should be treated the same. If the Faculty gets a semester off at full pay then Staff should get a similar benefit--not a 60% of pay benefit using Short Term disability.
218	Assistance for fathers would be appreciated
219	Staff should receive similar options as those afforded to faculty.
220	Full pay leave 8-12 week for pregnant women and their spouse.
221	na
222	I would like to see some sort of paternal leave policy after the birth of a child.
223	Staff members should receive full pay for the entire 6-8 weeks of leave. Some effort should be made to assist part-time staff who need to take parental leave.
224	At the very least, the policy should be as good as the ones for faculty and students. Right now there seems to be a large disparity. The United States has some of the worst policies for new parents in the world and we should be ashamed of ourselves. There are European countries where parents get two years to be at home and their jobs are protected. It makes us look like barbarians!
225	It is a bit disheartening to learn about the discrepancies between faculty and staff leaves, ESPECIALLY when male faculty members seem to have the option of taking a longer parental leave than female staff who have actually birthed a child.

226	I would like to see 8-12 weeks of full paid leave for staff who have been employed full time for at least 3 years.
227	My first thought is that unpaid days aren't much of a benefit. Also, am I wrong in thinking that most people can't actually take maternity leave as a short term disability? So they're just not paid? Or at best paid 60%? That's not cool. As a fairness issue, I would like to see fathers receive some parental leave, but I'm too old to worry about that stuff for my own sake these days.
228	In addition to time off after the birth of a child, I feel it is important to have time off before the birth of the child to prepare for this transition as well as to prepare your body physically for what it is about to endure (the last few weeks are physically tolling on your body and depending on your job, this can exacerbate them). More time off would always be appreciated as well as more monetary compensation.
229	Personally, I think the leave after the birth for full-time staff should be fully covered for the birth mother for at least 8-12 weeks. Fathers and staff members who adopt should also covered as well since they are just as responsible and care for the child as a mother would.
230	CMU should offer fully paid maternity leave for up to 6 months and paternity leave for up to 3 months.
231	N/A
232	I would love to see at least a week included for fathers whose spouses have given birth.
233	Paternity leave for more than just tenured faculty Longer leave, more time options depending on situation. equivalent time for both parents for adoption
234	Even though I touched on a basic first step for fathers who need to take time due to a birth, that would be the bare minimum of offering 60% of the salary. Mothers should be given the whole salary for an initial period of time time, then perhaps tapering off to 60%.
235	I'd like to see it longer for staff (currently is longer for faculty than staff), and for any parent of a newborn/new adoption (not only for primary caregiver).
236	I would like to see a longer leave plan or for it to include more pay than 60%. It would also be nice if fathers received some kind of leave for this as well.
237	I see no good argument why faculty receive a better family benefit in this respect. That benefit (full semester off with pay) should be extended to all faculty AND staff.
238	Full pay leave for at least 8 weeks after birth/adoption. Partial for FMLA leave after that. Paid leave for fathers as well.
239	A recognition that the topic affects everyone! The way that question 2 is worded gives people permission not to care. Some paid time off matters, and the policy for staff should be an option for both parents.
240	I would like to see up to 10-12 weeks at 100% salary.
241	I would like to see 6 weeks paid leave with extension for Short Term disability at a reduced pay for 6 more weeks.
242	While I think CMU is generally a great place to work as a parent to young kids, I was discouraged by my lack of full pay during maternity leave (even for 6 weeks or something). The contrast between staff and faculty in this area is also GLARING. I interface with many faculty members in my position and they were all shocked at the staff leave policy, and vice versa. Equalling it out for staff a bit sends a better message, that staff members' work also contributes to the university in a meaningful way, just like faculty work does.
243	I would like fathers to be considered in the policy. Even a small amount of leave for fathers such as 1 or 2 weeks would be hugely valuable to families. I would like part time staff to be eligible for some benefit. The amount could be dependent on the number of hours typically worked.
244	Faculty and staff babies need the same amount of care. Thus staff parents deserve the same amount of parental leave that faculty are entitled to. It is appalling that staff are not given the same amount of time to be with their family during a very important time.

245	<p>As a male full time staff member (not a faculty member), it is not clear to me whether I am eligible for parental leave at any level. From everything I read, it seems to me that leaves are very limited in general.</p> <p>I don't have a child but I know that a new born baby requires a lot of attention and care. I would like to see parental leave to be given to mothers *and* fathers with full time salary for at least 3 months each. In my mind, this should not be limited with faculty members, but every person who works for CMU as a full time employee should benefit from equal rights. It is not any easier to raise a baby for someone, just because they are not a faculty member. If the mother and the father of the child are both CMU employees, I believe they should still get 3 months of leave at full salary each.</p>
246	16 weeks at 60% pay...for a start.
247	The leave policy should be consistent with faculty.
248	It would be preferred to see this time of paid leave extended. As the time that is allowed is already appreciated, being able to spend as much time as possible during the child's first months is beyond important to the child and the family. Being a staff member that relies on income and benefits, being a stay at home mother is not a choice. This extra time would allow for additional bonding with the child.
249	<p>I am concerned that instituting more generous leave policies could have the unintended effect of introducing subtle and hard to detect discrimination in hiring practices. I suspect you are considering the obvious effect that more generous leave would make CMU a more desirable place to work among some currently under-represented demographics (including women as well as younger workers in general who are more likely to become parents in the future). I'd agree that's a good thing. I'm worried you are not considering the possibility that making those types of demographics more expensive to employee might subtly nudge hiring managers towards choosing employees less likely to take advantage of generous leave. The actual effect could be to shift employment opportunities towards men and older employees. That would be undesirable.</p> <p>Sure that kind of discrimination might be against policy or even illegal, but as I said it can be very difficult to detect, never mind prove.</p>
250	<p>This survey is impossible for me to fill out accurately. The correct answers to questions 1 and 2 are both "I have no idea, since I don't know what the policy is," but this survey insists I pick one of the canned answers, none of which are applicable. Please disregard the inaccurate answers I have picked; I really don't like being forced to lie.</p> <p>I suggest all future surveys include an "other" option for any questions requiring an answer.</p>
251	<p>It's extremely unfair for there to be such a huge disparity between faculty and student benefits compared to staff benefits. All three categories of people contribute greatly to the university, so why are the standards different for university assistance during this major life event? Currently, PhD students receive much more assistance than full-time staff (and faculty receive even more than their students). It would be fantastic - for individuals and for employee morale - if New Child Leave was the same (one paid semester off) for all university employees/faculty, regardless of gender. I do not believe that equality (among job title and gender) is too much to ask.</p> <p>Thank you, Staff Council, for representing the needs of staff to the university's administration. Please let me know what I can do to support the cause!</p>
252	I would support a 12-week leave or, at the least, the current leave time with full pay.
253	If the mother and father both work at the university as staff they have to share the 12 weeks. They shouldn't have to share and the times they are allowed should be separate.
254	Current staff policy requires the affected staff person to take a pay cut during the duration of their leave. This is a hardship.

255	Better pay for the 12 mandated FMLA weeks, longer leave with job protection (ideally payed but even without pay is a step in the right direction.)
256	<p>I'd like to see the Parental Leave Policy for Faculty as the policy for all full-time employees. It is an inclusive policy that would set a high standard for other academic institutions to follow. In lieu of that, some good first steps might be to:</p> <p>Include all genders in the policy, rather than singling one out.</p> <p>Change the policy to be inclusive of adoptive parents.</p> <p>Add some duration of paid leave following the birth of the child.</p> <p>Change the policy of having the paid portion concurrent rather than consecutive with FMLA.</p>
257	I think staff should be given the same amount of leave as faculty, with full pay. This should apply to mothers and fathers as well.
258	Keep it fair, keep it the same for all genders, keep doing what you're doing.
259	I would like to see 6-8 weeks paid paternal leave.
260	I think that the faculty Parental Leave Policy is very generous and quite honestly, I believe that it is abused in particular for male faculty.
261	Many others do not have the luxury of taking the full 12 weeks, and IMO 6 weeks really is just not acceptable for the mother or the child. It is unbelievable that Carnegie Mellon puts anyone in a position to make this work. I am also aware that there are not currently provisions for staff who adopt a child. This is just unacceptable. While it is to be expected that students, faculty and staff should have varying parental leave provisions - it would be nice to know that these have been given a hard look. The current policies are incredibly uneven and in many cases detrimental. The united states is behind the rest of the world when it comes to maternity leave - and Carnegie Mellon is not currently working to advocate on this subject.
262	Why is there a difference between staff time off and faculty? I would like to see a greater degree of parity.
263	I think at a minimum CMU should offer all it's staff access to the same policy.
264	<p>Leave after the birth of a child must be full pay. Maybe implement a sliding scale, staff who have been here less than 5 years get 60% pay, staff who have been here 5-8 years get 75% pay, staff who have been here 8+ years get full pay.</p> <p>It would be nice if parents have the option of working 80% for the first few months back after leave. Maybe give them Mondays or Fridays off. This would help ease the transition into daycare for both baby and parent.</p>
265	At minimum, I would like to see CMU offer to at least one employee (if both are employed here) the average benefit available to other members of the global industrialized community, which is: 17 weeks leave at 2/3 pay. I recognize that cost of such a benefit in the industrialized global community is typically covered by the state, but employers, especially universities, may elect to be champions of social progress. It would also be useful for employees to distribute this time as needed over a period of 12-months, from the date of birth. This would allow the employee to continue working part-time, if they needed to keep their income more elevated, and also the flexibility to be available for support and care for a longer duration, so as to not run out of leave prematurely. I say this because I, personally, feel that just a couple days home a week would make all the difference, and I would prefer to stretch that benefit out as long as possible.
266	I would like to see leave be full pay, especially for those who have worked at CMU for 8+ years. If you can send a child to CMU for free after working here, then staff should receive full pay. Preparing for a child is stressful enough, it would be wonderful if CMU offered a full pay leave so those who live pay check to pay check wouldn't have to worry about only receiving 60% pay once the baby is born. I also think staff leave and faculty leave should be similar. It is NOT fair that faculty get a full semester off, while staff only get a few weeks.
267	There are many good reasons to include fathers in the parental leave policy. Including my

	specific example of needing to support my other children while mom is recovering. I have also dedicated a lot of time to caring for the newborn while mom is recovering (the exact length of time being dependent on complications during child birth). At minimum fathers should be given two weeks PTO. Ideally this should be expanded up to a month.
268	It's not clear to me why a faculty member would be afforded more paid time off after the birth of a child than a staff member. Why is a faculty member afforded up to a semester of paid leave and a staff member (who likely works just as hard as the faculty member) is only afforded 6-8 weeks of leave at 60% of their salary. This policy seems to contradict one the university's core values of equality.
269	- New parents need more time off. In an ideal world, CMU would adopt the policy in Quebec, Canada (50 weeks off with 60% of the parent's income), but I realize that is unlikely.
270	It would be great if we had longer leave/more paid time for leave. I know some places offer 20 weeks of leave, which gives the mother longer to recover, care for her new baby, learn to breast feed. Parental leave would be great as well - as fathers do play a pivotal role in helping the mom to recover and taking care of a new baby.
271	This is a generous leave for the USA work environment. The leave period is still much shorter than what majority of the rest of the developed countries offer and what research points is healthy for a young child's development.
272	I would like to see a benefit added for fathers of 8 weeks at 60% pay, and I would like to see the benefit for mothers doubled in length to 16 weeks, also at 60% pay. Also, not sure why there is a range of 6-8 weeks of max duration; why not just make it 8 weeks for both students and staff?
273	I would like to know what type of leave is offered to Part-Time employees who have a baby. I am currently only working part-time so that I can care for my 2 young children. However, I may (in the future) decide to have another baby, in which I am unsure what type of Leave is offered to me that would hold my position at CMU. I believe FMLA only covers employees who work an average of 24 hours a week (in which I do not). It would be great to have at least 8 weeks of Leave that guarantees to hold of my position.
274	I agree there should be no difference in our response between adopting and giving birth to a new child. I believe the policies should be the same for each of our community segments.
275	1. Please provide one place that clearly states what benefits are available in simple terms that you don't have to be a paralegal to understand. 2. I feel that fathers of new-borns should get the same or similar benefits that the mother gets. 3. The benefits for adoption should consider the adopted child's age. More time for adoption of a new-born or a very young child.
276	Parity with maternal/paternal programs in other first world countries would be ideal. New fathers should also have access to leave.
277	I would like to see a policy that gets CMU closer to the rest of the developed world, and doesn't actively discourage some of the best and brightest staff from having children. Extending the 6-8 weeks of 60% pay for new fathers would be a start, but it does not go far enough.
278	At the very least, CMU should offer 6-8 weeks of full pay, if not the full 12 weeks.
279	Would be nice if staff had same benefits as faculty.
280	I believe staff members should have an equal policy to faculty members for leave - a paid semester (or its equivalency in time). Staff should receive full pay as faculty receives full pay. If two parents work at CMU and pay into their benefits and are granted the same benefits as other employees, they should not have to "split" their benefits because they've chosen to entire into a marriage or domestic partner agreement. If a parent works at CMU and their spouse works elsewhere - that parent would be granted the 12 weeks unpaid; why penalize couples for being

	employed by CMU.
281	It is unacceptable that the leave policy does not extend equally to the father. I would like for fathers to receive the exact same benefits so that they can share the burden.
282	Six weeks old is nowhere near old enough to be separated from a mother for an extended period of time during crucial development. It is also a highly important time for a mother to spend recovering from labor, delivery, and any emotional imbalances. Stressing a mother to return to work early for financial reasons or to choose between career and children is outdated philosophy at best. Mothers and Fathers on staff at CMU should have the option of 12 weeks leave at full pay with Job security.
283	more time, higher percentage of salary matched
284	Assist fathers and staff who adopt
285	It would be nice to have a brief, say 2 week, option for paternity leave even if it was at 60% pay etc.
286	<p>I would like to see staff given more options to maintain their relationship with the university while transitioning to parenthood. I had worked at the university full time for more than 8 years, with (I think) less than a year of part time status when</p> <p>I gave birth the second time. I was treated as though my time off for childbirth wasn't appropriate, despite having been a strong employee for all those years. My job only seemed secure because I had worked with the same supervisor for the entire term of my employment and he didn't want me to leave. I felt the university was treating me as dispensable because I had changed to part time for a brief period during the second pregnancy. It was very disheartening. I wish that I could have structured a better work situation during the pregnancy and after delivery to keep myself more involved in my work with HR's blessing. The reason it worked was because my supervisor worked with me to create a system. My husband, who also worked at the university for both births, could not take any time at all, and it was frowned upon in his department when he took PTO time when our children were born. A big contrast from male faculty who get a lot of time with their offspring.</p>
287	I would like to see full pay after the birth/adoption of a child and for a longer period of time for staff.
288	I would like to see a policy that is more comprehensive of moms and dads, as well as incorporating a better policy for staff similar to what faculty members receive. I feel CMU can be a leader in this area among universities, especially with our partnerships with companies such as Google and Microsoft, who have better parental leave policies allowing parents more time to bond with a new child. Anyone who has had children knows that 12 weeks is not much time at all, and infants need a lot of care through the first 6 months of life. It is stressful being a primary caretaker and breadwinner of a family and having an infant, and having to leave them sooner than you would like to go back to work.
289	<p>The program needs to be extended to at least 3 month.</p> <p>If mothers need to stay home before birth, e.g. risky pregnancies, this time should not be counted against the after birth leave.</p>
290	1) It's kind of disgusting to call maternity leave "disability". And the pay is only 60%? But it's 100% for faculty?
291	2) I'm disappointed at lack of paternity leave for staff. Especially when it's granted to faculty.
292	Longer leave period for Staff.
292	The FMLA policy for staff at CMU appears to be in line with the standard FMLA policy of most organizations in this country. In that regard, I feel it is significantly lacking. I believe it is a particularly short time frame before the parents must return to work and their income is affecting by only receiving 60% of their pay for the small time period under which they are covered by FMLA. I would like to see a much more family friendly policy than this at both CMU and across

	the nation. The first few months of a child's development are so critical and I feel that it is in the best interest of both the child and the parents if they can share in that time without fear of having to head back to work in a few weeks in order to pay bills.
293	I would like to see the birth of a child/FMLA policy for Staff at CMU to be more inline with the faculty policy and to cover the father as well for both adoption and births.
294	Parental leave for fathers should be part of the policy, even when they aren't the primary caregiver. Taking unpaid leave wasn't a viable option for me.
295	Semester long paid leave for female staff members after a child birth would be very nice (or after adoption as well)
296	The plan should include full paid leave.
297	I applaud CMU's flexibility but I think that paid leave would be great for families. I think CMU does well but could do more to differentiate itself.
298	Both parents should be qualified for 12 weeks (or one semester) full-paid leave after having a newborn, and another optional 12 weeks unpaid leave for taking care of children (job position hold).
299	Full paid leave for 60 days
300	Some of CMU's peers (for example, University of Pittsburgh) offer parental leaves for male staff members to help take care of a newborn child. This benefit should be offered at CMU.
301	I think there should be a MINIMUM of 6 weeks full pay for both parents with longer full pay for the woman giving birth. Many other companies provide paid parental leave, and I have considered other jobs for this reason. Yes, "my heart is in the work", but our lives should not necessarily be defined by our work alone. CMU's Parental Leave Policy should reflect this and encourage bonding during this critical period in a newborn's life, rather than wedge employees into a position of using all of their PTO time in order to stay paid.
302	leave to cover adoption, child birth and time off for the parents (if both are employed at CMU at least a modified schedule to allow both time to care of doctor visit, check ups and basic life daily care taking)
303	In addition to 6-8 weeks of 60% pay, I think a longer leave with partial payment would be ideal. Even if it is less than 60% pay, but with the option to be home with your child longer (without worry of losing your job). A part-time work from home option would be nice if approved by your supervisor.
304	I would like to see leave after birth benefits extended to both new mothers and fathers as is given to faculty, students, etc. The family is vital to the health and welfare of all and I believe this is a discrimination that should be eliminated.
305	I would like to see the Staff policy include leave for fathers.
306	100% pay and longer leave time.
307	I realize that FMLA guarantees that you will have a job to return to after up to 12 weeks of leave, but I would like to see that amount of time extended. 6 months or even a year perhaps as an option if you have the financial means to do so. Also, I'm not sure if this is included, but childcare leave offered to new fathers as well as new mothers. The value of their presence during the first few months of a baby's life is most times overlooked.
308	If it wants to compete for the best talent, it should re-evaluate this for staff. It should consider offering full pay or greater than 60% and extending the time off to something more in-line with the business environment, which is 8-12 weeks. Additionally, it should absolutely consider giving time off for paternity and adopting parents, as well.
309	Of course longer period of paid leave would be nice, but perhaps let people work from home and give more flexibility for working part time would do well.
310	First I think the current benefits documentation needs to be a little more clear. I also think the 12 week leave for mothers should be paid at full rate and 6-8 week leave for fathers. Most people cannot afford to take 2 weeks off without pay let alone 12.
311	I am not sure if the percentage is negotiable but that is a huge amount out of staff paychecks and is a serious stress on the family, when they should be enjoying this time, not worried about money. I understand the faculty are the ones who make the university what it is, but without the staff, they would be lost. If they are able to receive a semester of leave (that's 5 months!), I don't think it's unreasonable for the staff member to receive a better financial benefit. Even if it's 100%

	pay for 4 weeks, and then 60% after that. I believe that is a great incentive for staff.
312	Longer maternity leave for both parents and/or more help with the transition back into work.
313	It should be the same for both faculty and staff and should include fathers.
314	I think fathers should be given 8 - 12 months of FMLA at 80% of their pay.
315	I think it should be fair and equal regardless of whether you are the mother or father or staff or faculty! Whether you give birth or adopt!
316	Should be equal to those for full time faculty members.
317	<p>The discrepancy between the policy for staff and that for faculty yet again reaffirms the implicitly second class status of staff at this university.</p> <p>Staff should be afforded the same rights and privileges of their faculty colleagues. That is to say, a semester of paid leave for staff would not only affirm the value of all staff, but also put CMU at the forefront of family leave practices (much more in line with our European counterparts).</p>
318	When I worked for Apple Inc, mothers giving birth were given 12 weeks paid leave at 100% pay that did NOT run concurrently with FMLA, so mothers were given the option to take up to three additional weeks unpaid after their paid leave runs out. On top of that, adopting parents and fathers were give 6 weeks of 100% paid bonding parental leave. This is the kind of program I would like to see at such a groundbreaking educational institution as CMU.
319	I feel that this policy is outdated and does not accurately take in to account the parental experience. Many childcare institutions do not take children prior to 3 months old and if you do decide to stay home with your child for those initial critical months, you will have to take the time unpaid which in this current economic landscape can be crippling when you are adding a new member to the household. I wish better steps would be taken to understand how maternity/paternity leave can be beneficial for both parties, the employee and the school. Alternative arrangements can be fostered like a transitional period of part-time for a few weeks after leave or work from home arrangements.
320	N/A
321	Please consider *paid* parental leave for staff and special faculty as there is for the the faculty. Perhaps not a full semester's worth of paid leave as the faculty have, but even 4-8 weeks would be a nice and generous start. I would love to see CMU limit the disparity in benefits between full time faculty and staff to the extent possible.
322	I have been with CMU for 7 years and almost felt insulted to learn that the PhD students can maintain full 100% stipend for their leave. I feel my work as a staff member is as much a benefit to the institution as the PhD students and their research work. I am currently expecting my second child, with a 2.5 year old at home, and the thought of returning to work after 8 weeks of a second c-section just to keep food on the table is daunting.
323	Parental leave for the father would be a great addition. Parental leave for a father should not be only for faculty, teaching faculty, etc. Staff (fathers) should benefit from this as well.
324	The options for leave that are provided by CMU are consistent with most universities or large non-profit entities. I would like to see additional resources for father's and mother's returning to work.
325	I think we should not only get longer time off for the birth of a child, but the pay should be at 100%. Spouses should also get at least 2-3 weeks parental leave for the birth of a child.
326	Paid leave for fathers is a much-needed, progressive next step for CMU's leave policy.
327	n/a
328	12 weeks of paid family and medical leave Maternal and paternal leave
329	It would be nice to see that either men or women could take advantage of the leave policy that was defined in the very first question of the survey.
330	You should receive a full 6 weeks paid time off for maternity leave.
331	At a minimum, I feel it would be appropriate to grant much more generous leave terms for the person giving birth. Additionally, I feel that a parental leave policy for staff would also be in line with benefits being offered by other institutions of similar stature.

332	the duration for leave set for staff members should at least be equivalent to the leave guaranteed for faculty
333	As a woman who is unlikely to ever give birth or adopt, and also likely to have parents that will require care, I am opposed to paid leave for new parents. It seems unfair that new parents be entitled to paid leave, while those of us who don't have children are only entitled to unpaid leave to care for aging family members.
334	<p>I've always felt that CMU has incredible benefits that support wellness and work/life balance. However, when researching parental leave, I was honestly surprised that it wasn't more comprehensive-- longer and with more pay benefits. The parental leave just didn't seem to parallel the quality and duration of holiday/paid time off benefits that we typically have. I also had assumed that pay would be at a higher percentage. I have always expected higher education institutions to surpass the quality of benefits than that of most standard private industry companies-- but in this instance, I think CMU is parallel to their policies.</p> <p>I am truly appreciative that the university has dedicated so much effort toward the wellbeing of the CMU community-- and that the university is even sending a poll for us to give feedback. It signals to me that we're continuing in the right direction.</p> <p>I hope the collective feedback from this survey demonstrates that there could be improvements to the parental leave policies.</p> <p>Thank you for providing this opportunity to share feedback.</p>
335	<p>Ideally, I'd like to see the staff policy align closer to faculty policy. There's a huge disparity in time off given based on whether you're faculty or staff. Though that may not be 'possible', CMU should be a leader in guiding and setting the policy standard throughout the community.</p> <p>Additionally, some quantity of paternity leave should be included in the policy.</p>
336	I would like to see full-pay for 6-8 weeks for maternity leave as opposed to 60% up to \$15,000, which essentially brings a two-income household (best-case scenario) down to a one-income household. I realize the industry standard in the U.S. is unpaid maternity leave or 60% paid, but CMU seems to often strive to be a leader in innovation and inclusion so I would love to see that implemented for Staff. Paid paternity leave would also greatly benefit so many fathers on campus as well.
337	I would like to see an equivalent policy for faculty and staff in terms of amount of time off and percent of pay guaranteed during that time. With CMU's global presence, it is surprising we have not caught up to so many other countries in the world and offered more time off for new mothers and fathers. I know this is not standard in the US but we have the opportunity to be a leader in Pittsburgh and among other universities to improve this policy.
338	Staff should have the same benefits and opportunities that faculty have to have a family while working at CMU. I think it's terrible that they have to take short term disability to have a child. This is not a disability. Non birthing parents should have the same opportunity to spend bonding time with their child. This is very important. Childcare needs to be affordable for Staff also. And it would be nice if staff had the opportunity to work from home or have personal leave days to use when their child is sick once they come back to work. This benefit would help with recruitment and retaining valued employees.
339	CMU employees (Mothers and Fathers) should have the same rights as the faculty have now. They should have the right to a longer leave as well as full pay. This should pertain no matter if the child is a newborn or adopted.
340	It would be more beneficial to either do 12 weeks at 60% or 6 weeks 100% pay. I also believe the father should be permitted to take leave as well the same as the mother.
341	Staff should get full pay for 1 term, like Faculty
342	The policy should be equal. I do not know, but always thought that it would be so helpful if the leave could be taken separately. First the mother than when she goes back to work then the

	father.
343	I'd like to see it expanded to include father's and I'd like the expansion to include some type of paid leave like the faculty receive.
344	6 months paid parental leave for new parents of natural-born and adopted infants.
345	In this instance (birth or adoption), all staff (both guardians) should be entitled to a minimum 6-8 weeks paid leave (full pay) after the birth or adoption of a child.
346	CMU should be significantly more competitive in its benefits as it is compared to industry. Many of the positions that staff fill are highly sought after and competing with entities such as Uber, Google, and Amazon. In order for the University to maintain its talent pool to enable top notch research the infrastructure and ground work must be supported by top notch staff. The University generally won't match salary, but MUST have equivalent benefits to trade off flexibility vs salary.
347	I think that a Leave policy at CMU should support all parents (male, female, adopted, born, etc.). I think that it needs to consider a longer duration of paid leave for all and extended leave options that do not jeopardize your job in order to attract and retain talented employees, especially given that many companies and firms are extending their paid leave significantly and are thus are more attractive places of employment in this regard. I also think that consideration should be given to things such as parking which need to be available upon return to work but that are not utilized while out on leave. In other words, there should be an option to temporarily suspend parking without losing your spot or having to pay for something that you are not utilizing which precludes others from using it.
348	Paternal leave should be included as the part od parental leave
349	Each parent, even if they both work at CMU should be able to be protected for 12 weeks of leave under FMLA. It would be nice to receive full pay for the time off, course. More importantly, it would be better to receive a full 6 - 8 week of short-term disability. Currently, the policy requires that the first five days (first week) be covered by PTO. So, the policy actually only provides 5 - 7 weeks of coverage.
350	I'm grateful for it. Also grateful for the private pumping room in Mellon Institute. I had one instance where I could not use the room because it seemed that someone was having a private phone conversation in it, but otherwise have been grateful for the accommodations.
351	Please resist the temptation to extend or increase the paid-leave options for staff, but do allow the unpaid LOA period to be extended for staff beyond the federal mandated time allotment should people choose..
352	Staff who adopt should have the exact same support and access to the policy as staff who birth a child. The requirement to use all PTO prior to access to FMLA is restrictive for new parents who may need to have time off to care for a young new baby. Additional access to time off in the first year after a child is born/adopted would ease this burnder.
353	Staff and faculty should receive equal parental leave which should include natural birth, adoption and other circumstances for mothers and fathers.
354	N/A
355	If the paternity leave policy is updated, I would appreciate if fathers and mothers would both be given similar benefits. In many households, childcare duties are shared equally between parents. Thank you for your time.
356	Whether it's the birth of a child or care of an parent, we SEI folks should be given the same leave. BTW what are the options of staff and faculty caring for an ill parent or spouse?
357	I would like to see fathers, staff who adopt, and partners who are not the ones giving birth be offered the same amount of leave and pay as mothers who give birth. I would like staff to be offered 6 months leave after the birth of a child or the adoption of a child, for both mothers who give birth and their partners.
358	I think paid family leave similar to what faculty receive- for both parents and for families that

	adopt- is a more humane policy. To force somebody to go deeply into debt because they want to be with their child for a few extra weeks shouldn't be what this university stands for. Also, many women are early in their careers when they have children and can't afford to use their PTO for this- and paternal leave is also important, it helps create a more equal atmosphere both at home and at work. I've seen new fathers wish they could be at home more to be able to help their wife, or to help take care of their other children but not be able to. Finally, parents that adopt are in particular need to be able to be home and bond with their new child. They need paid leave, they shouldn't be forced to choose between a paycheck and bonding with their new child.
359	I would like to see a policy that is competitive with the minimum requirements in developed countries, such as the UK's required 39 weeks or Canada's required 50 weeks. Even China requires a minimum of 12 weeks at 100% pay. I would also like to see a portion of that available for partners (i.e., "paternity" leave). The current benefits available to mothers is absurdly inadequate though.
360	I would love to see CMU adopt a more progressive paid leave policy we see at companies such as Amazon, Google, HP and Microsoft. Between 16-26 weeks paid leave would be a major improvement.
361	I believe the policy for faculty should be extended to staff. Paternal and maternal leave should be equal.
362	More support for new fathers
363	<p>I would like to see paternity leave, specifically for new fathers. Ideally such a leave would be equal to that of maternity leave across the entire CMU community, to encourage new fathers to care for and bond with their family, to permit mothers who may wish to - or have no choice but to - to return to work, and to cover trans-men who may give birth in a way that affirms their gender identity, rather than forces them to take maternity leave.</p> <p>I would also like to see parental leave for non-birth-giving parents, so as to acknowledge that there are non-gender-binary identified partners among faculty, staff & students, as well as same-sex couples in our community, and permitting families to bond and take care of one another effectively.</p> <p>If nothing else, I would like birth-giving staff to have more eligible time off during the Fall and Spring semesters. The allotted 6-8 weeks during / running into Summer Break or running into Winter Break seems reasonable, assuming the staff member's workload upon returning is diminished due to the presence of fewer bodies on campus and more time to re-acclimate / catch up. Ideally, a new parent / parent to a new child would have the semester to heal and bond and care, and not return to piles of work during the busiest times of the academic calendar, but be able to plan to ease back into their workload during a Winter or Summer Break.</p> <p>In addition, I would like to see more (and more affordable) childcare offered on campus for the children of Faculty, Staff & Students. If leave is to be short as possible, parents need to be close to their infants / toddlers upon returning to work, able to visit them during breaks throughout their work days to breastfeed or otherwise interact with their children for short intervals throughout the day, both for the continued health of the child and the comfort of the parent. Furthermore, there should be more comprehensive childcare for older children, allowing Faculty, Staff, & Students to work later hours / teach or take later classes, with school-age children based in and cared for on campus at after school programs.</p>
364	What is provided for faculty needs to be provided for ALL CMU full time professionals.
365	I would like to see a policy for staff similar to the policy for faculty. Many companies and organizations in the US are revising their policies to allow both parents to spend more time with their new child during this important time of their life. I encourage CMU to do the same. Thank you for taking our input, and evaluating the policy.
366	Women need more paid time off
367	I think it should be equal to faculties leave package.
368	I would like to see more equity between staff & faculty policies. Also, I'd like to see the parental leave pay to be increased from 60%.

369	It would be great if father's would be granted a brief leave when a new baby is born. We have to take PTO and it would be great if the University even gave us a handful of days we could utilize.
370	Do you have leave for sick child?
371	<p>All in all, I don't think 6 weeks, or even 12 weeks, is enough time for parents (both mothers and fathers) to spend with newborns.</p> <p>I'd fully support an initiative to give parents a longer leave. Obviously, I'd appreciate a longer paid leave, but if that's not financially possible for the university, I'd be happy with some kind of compromise that may have an unpaid option beyond 12 weeks.</p>
372	If both partners work at CMU they should both be eligible for FMLA. Even the ability to take unpaid leave and not have to take PTO would have helped.
373	I would like the same benefits as faculty.
374	In previous jobs over the past 20 years — and I worked for an amazing place for 15 years — both dads and moms enjoyed a full-salary paid leave of 45 days, followed by anything that applied (FMLA, Short-Term Disability, and so on). It would be helpful if this was available at CMU. The first days after having a kid are very stressful, and this would give parents the freedom to choose what the best path is for their families.
375	The United States is the only industrialized country without a law guaranteeing paid maternity leave to new mothers. 12 weeks is in no way long enough for the mother to bond with a newborn or even establish strong habits such as breastfeeding (not to mention any physical recovery a woman may need after the trauma of childbirth). The leave should be longer. There should also be a clear policy for childcare options provided by CMU.
376	100% pay for parental leave
377	<p>Based on the wording of this question, I'm proceeding under the assumption that you recognize the need to normalize policies such that non-birth parents (of any gender), non-female birth parents (e.g., non-binary and trans persons who give birth) and families who adopt would receive benefits on par, across the board, with those of women giving birth. I endorse this policy and encourage you to adopt it.</p> <p>Beyond that, I argue for more and better; longer leave periods at full compensation. The ultimate goal of any policy like this should be to give parents every opportunity to be their best.</p> <p>The rationale for longer leave periods is simple; more time spent developing a parent/child bond and (re)learning the job of parenting will lead to better families and more capable parents, both positive social outcomes. But without full compensation, these longer periods are an illusion.</p> <p>Children cost money, and new children cost more money. Reduced earning through this period exacerbates financial stress and anxiety that will already exist. If full pay seems too generous, consider that even if CMU's policy on this is full compensation, two-income families are likely to take a financial hit because one of their employers does not fully compensate. Even a full compensation policy will often only mitigate financial losses.</p> <p>Other countries have significantly more leave and financial support than we do, and correspondingly better social outcomes. We should seek to follow their lead. Ideally, this responsibility should lie in the public sphere, as it seeks to promote broad social well-being. I welcome any advocacy CMU will undertake in this area; until then, however, that responsibility has fallen to employers.</p>
378	I would like to see it on par with what CMU faculty get. Five-seven weeks, fully paid for the mom at least.
379	Staff and faculty should be treated equally, with staff getting the same benefits that faculty currently enjoy. In particular, both birth mothers and fathers should be eligible for fully-paid leave, and adoptive parents should be included in this as well. There is no reason to have separate policies for faculty and staff, and no justification for treating mothers, fathers, and

	adoptive parents differently.
380	<p>I would like to see 12 weeks of full paid leave (or three months). I also believe the father should receive time off. Bonding time between a father (or second parent that was not the birth mother) and the child is equally as important. While the current policy is for disability, which does not technically affect the non-birthing partner, their relationship can be affected by limited time during this critical period.</p> <p>Staff members who are here doing research over doing it in industry do it because we love academia. We understand that we can make a lot more in industry, but in addition to liking the advancement of science (basic and other) drives us to stay here over industry. Adding a better parental leave policy would allow someone like me to not have to worry about having a second kid and wondering if I'll have to find a different job to be able to maintain my house and family for it.</p>
381	<p>The staff leave policy is financially stressful for all but the wealthiest families at CMU, and particularly for single women, fathers, and those who are primary breadwinners in their household. In addition, our Short Term Disability benefit is taxed, which is not competitive; many companies charge a small monthly fee (a couple dollars) per pay which allows them to offer the benefit untaxed, so that 60% is approximately equal to net pay, not 60% of gross minus taxes. Who can reasonably live on a 40% pay reduction minus taxes, for anything resembling a reasonable maternity leave? Further, many other universities allow staff to accrue sick time *in parallel to PTO*, bank such sick time indefinitely and apply it to family leave. So I would like to see: 60% short term disability paid out untaxed; sick time accrued in parallel to PTO at a rate equal to PTO and bankable indefinitely; and both benefits extended to adoptive parents and fathers as well as new mothers. Additionally, the option of supplemental insurance like AFLAC (which is impossible to purchase privately due to the fact that short term disability is currently offered) would be a tremendous benefit. The Short Term Disability program is also an issue for staff requiring medical leave, which often can't be artificially and painfully shortened like family leave sometimes is. FMLA is cold comfort if you lose your house while you're recovering. In addition to making the university more competitive in terms of hiring, such policies could help bring staff on par with faculty in this regard, help save working families from heartbreaking choices and financial disaster, and help close the privilege gap between top and bottom salaries at CMU.</p>
382	<p>100% pay for one semester off - for birth mom's or adoptive parents where the CMU staff member can confirm he/she will be the primary caregiver</p> <p>100% pay for two weeks off - for new dads who will not be the primary caregiver</p>
383	<p>I think Carnegie Mellon is missing an opportunity to further position themselves as an innovative institution. My research has indicated that very few universities have a parental leave policy beyond the FMLA model that CMU has. It would be just to adopt the same parental leave policy for staff that faculty have. Specifically, roughly 3 months of 100% paid leave that does not employ PTO or disability leave, which employees would be wise to reserve for an actual illness or medical crisis. I have been very encouraged by the University's initiatives toward creating better work-life balance. Making MLK and the winter break full holidays has had a huge impact. Further stabilizing the staff with an equitable parental leave policy would reduce a tremendous amount of stress. It would also remove the perceived imposition of an employer on an employee's very common life choices and some of the stratification between faculty and staff. Carnegie Mellon could also boast of their very progressive work environment which would position them to continue to attract extremely talented staff who would have the incentive to remain with the University, further dedicating them to the overall mission of this remarkable institution.</p>
384	<p>i feel that at minimum 8 weeks should be given at regular pay and with accruing PTO time. Past that the FMLA should kick in - unpaid is fine - past the 8 weeks so parents can take a total of 20 weeks if they choose.</p>

385	Make everything the same as campus
386	I believe it should be 12 weeks paid time off at 60%. And parents of any gender should have access to this time whether they foster a child, adopt or give birth.
387	I think there should be something available for fathers that involves partial pay as well.
388	2 weeks of paid leave for fathers after the birth or adoption of a child would be nice. I had it at my previous job at FTI Consulting and it was invaluable in helping with the transition of welcoming a new family member.
389	I would really like to see CMU follow the trend of other universities, companies, and organizations across that US that are implementing paid parental leave for all types of parents (mothers, fathers, adoptive parents). Ideally birth mothers or primary care givers should receive 16 weeks fully paid following the birth or adoption of a child. Secondary care givers should be given 6 weeks fully paid leave to bond following the birth or adoption of a child.
390	More paid time off for parents to be with babies.
391	Offer some kind of benefit paid at 100% salary. We live in progressive times where even non-birth parents receive 100% salary for the birth of a child. My husband works for PNC and he received 6 weeks parental leave paid at 100% salary and he's not even the one who needed physical recovery. (Birth mothers at PNC receive 10 work-weeks of maternity leave, payable at 100 percent of eligible compensation.) Princeton pays the first two weeks after birth at 100%. Dartmouth offers short term disability at 100% salary for the first 8 weeks. Get with the times and stop penalizing birth mothers.
392	Would like to see full paid maternity leave (up to the current maximum), and the inclusion of some kind of paid paternity leave (2 weeks?).
393	Paternal family leave should absolutely be included in CMU's Parental Leave Policy.
394	I would like to see CMU implement a paid parental leave policy for all staff including mothers, fathers, and parents that adopt. Ideally birth mothers and/or primary care givers should get up to 16 weeks fully paid. Secondary care givers should get 6 weeks fully paid
395	I would like to see the policy for staff more closely resemble that for faculty. The leave should be longer than 6-8 weeks, and pay should be higher than 60%. Offering a leave for staff that is equivalent to the length of a semester, and increasing the pay during leave to 100% would seem much more equitable and closer in line with what is actually best for families.
396	1. The staff policy specifies "birth mother" and does not allow for staff who are otherwise parents to take leave of any duration for the care of a child. Unlike faculty leave, adoptions are not covered. 2. The faculty policy specifies "primary care giver" and does not allow for faculty who are otherwise parents to take leave of any duration for the care of a child. 3. The student policy specifies "female student", but not all students who are capable of giving birth are female. This also does not allow a student who is otherwise a parent to take leave of any duration for care of a child. Adoptions are not covered. I would be much happier if these three policies were more consistent in for whom they cover leave and for including adoption. I would also prefer if they accounted for at least some leave for a new parent who has neither given birth nor is the primary care giver for a new child.
397	Its one thing to have a policy in place its another to encourage use of it.
398	I would like 12 weeks full paid and benefits leave for the mother.
399	I really hate that faculty have a different plan. It does seem terribly unfair and I wish that it was the same for both faculty and staff, though I understand that the nature of faculty vs. staff is different.
400	There should be greater parity between staff and faculty policies. One semester of fully paid leave, if appropriate for full-time faculty, is also appropriate for full-time staff.
401	I do not have any children
402	I would like to see more time built into the paid leave time for mothers. I recognize our policy is

	the standard, however I think 6 weeks for those who have natural birth without complication is just not enough.
403	Mothers should get full pay while on leave for the 3 months. Fathers should get 6 weeks paid leave.
404	Appropriate leave for staff
405	Personally I would like to see staff get paid their full pay when they're on STD/FMLA. The main reason I only took the minimum 6 weeks was because we couldn't afford for me to take more time off unpaid. Related to my comment in #5, HR should be more transparent/up front with all of the details/options before someone goes on leave.
406	Pay for Parental leave should be covered in full for at least 4 weeks and anything after (4-6 weeks be 60% pay)
407	The amount of pay needs to be increased to at least 100% for the first 8 weeks, then it can drop down to the 60% for the remaining 4 weeks. Fathers should also be afforded at least 2 weeks of leave.
408	I would like to see staff members receive full pay (not 60%) during their time off and an extension of up to 12 weeks. Partners whose spouses give birth and parents who adopt should be given paid time off as well.
409	I have two young children, I can say that when they were born it was nice to have time off (I did not work at CMU when they were born). A paternity leave policy, for fathers, would be the right thing to do.
410	I feel strongly that parental leave needs to be changed to 16 weeks (4 months) at 100% pay for the mother and 2 weeks leave at 100% for the father.
411	It would be nice for the Staff Parental Leave Policy to match the Faculty Policy specifically when it comes to fathers and the birth or adoption of a child.
412	I would like to see an all inclusive policy that doesn't include only the woman physically carried the child and is extended to cover other kinds of family (i.e. adoption, paternal leave, leave for the partner of the pregnant person, etc.). I don't think 6-8 weeks is enough time, either. It would be nice to have up to three months as an option. Also, not accruing PTO based on the classification of the current policy as "medical leave" while you're out seems archaic to me.
413	Some form of adoption leave for all ages of adoption, also a possible short-term leave for foster parents taking a new placement.
414	I feel individuals should be able to get 100% of their salary. I also believe they should get more than 6-8 weeks. I also don't like that they have to exhaust all of their PTO time before they can qualify for FMLA.
415	I would certainly hope that the policy for staff would be expanded to a Parental Leave Policy, including fathers and staff who adopt. I am shocked that it isn't already in there. I would also hope that CMU would maintain its place on the cutting edge/forefront by providing fully paid leave. I love working here and I love telling my friends, family, and even acquaintances what an amazing place it is to work. Please take this next step to continue to live up to the hype. Thank you.
416	Allowance for fathers to take FMLA
417	The minimum should be 12 weeks, 60% pay for the entire 12 weeks.
418	A certain level of full paid leave for both parents would be more in line with what is done at other organizations.
419	-I would like to see parental leave given after birth/adoption to both parents, regardless of gender. (i.e. the father, other mother, etc...) -I'd love to see parental leave with full pay (not using PTO) -Parents need more than 6 weeks to adjust and recover from having/getting a child. I realize this is not Europe, but 3 months off full pay for both "mom and dad" with more time off allowed with reduced or no pay, but with job held for another 3 to 9 months.

420	I would like to see the a Parental Leave Policy instituted which assists fathers and staff who adopt, since I would like to help alleviate the burden that will be placed on my wife when we have a child.
421	Parents should have better support options through the university than what currently exists, stress to new parents comes from many places and the potential to view CMU as a resource could be great. Parents should be entitled to some amount of paid leave regardless of parents' gender, natural child birth, surrogacy or adoption. On-site resources for detecting and managing post-partum depression and anxiety would be fantastic.
422	I believe the birth mother should receive full pay for the 6-8 weeks as needed dependent upon method of delivery. They should be able to extend their leave up to 12 weeks with the difference of the 4-6 weeks at the 60/40% ratio. Parental leave for fathers (staff only) should be entitled to the same treatment as faculty or at the very least the same as the birth mother at the barest minimum.
423	Including fathers and staff who adopt is certainly a great step in the right direction. Possibly offering alternative work days after the 6 weeks (i.e. working from home or working 4 days at 10 hours a day) would provide additional helpful alternatives.
424	I believe that the staff leave should be at least somewhat similar to that of the faculty leave (6-8 weeks paid leave--not at 60% of your salary). Faculty get around 12 weeks at full pay so staff should be entitled to around 6-8 weeks of full pay and then FMLA would kick in for the other 6-8 weeks.
425	I'd like the leave to be longer and balanced in terms of gender (ie, gay men / adoptive couples getting the same amount of time as mothers)
426	I think the policy should include paid leave for 6 months after the birth of a child/FMLA. I also think fathers should receive at least 6 weeks paid leave. I'd also like the policy to include some flexibility once parents return to work - the option to work from home on certain days, or to return part-time. I'm fortunate that my department is flexible, but it would be nice to have a policy to give other departments guidelines.
427	When the student maternity leave policy was announced last year, I thought it was great for the students but I found (and still find) it very unfair for the staff. It's difficult enough to be a working mother but to also feel that staff are not as important is a difficult thing to swallow. Having said that, I would like to see either the 6/8 weeks at FULL pay or keep the 60% (or another amount) but extend the length of leave time - per haps give mothers the option for what works best for them and their home life and finances. I also think that there might be a need for a slightly different policy for Fathers and parents who adopt because the actual birth process requires an actual recuperation period for the mother. In many cases (like mine - c-section), the mother doesn't even start feeling like herself for 3/4 weeks and at that point, she only has 2/4 weeks left at home with her baby which is very unfortunate. By the time I got the hang of things, I had to return. No matter how staff become parents, it would be fantastic if CMU enhanced the current policy and were more generous toward them during a beautiful time in their lives.
428	Would be nice for staff mothers to have 12 weeks at 60% pay instead of just 6-8 weeks.
429	I'd like to see full salary paid for maternity and paternity leave for at least 8 weeks.
430	Think fathers should get some time too. Also both parents if they adopt an infant.
431	The leave policy should be consistent in terms of benefits regardless of gender. Fathers and mothers are equally important.
432	Closer to 8 weeks and maybe 70-80% of pay if possible.
433	Longer time. At twelve weeks, some mothers are not physically or mentally ready but are technically medically fine... they are left with a difficult choice.

434	There is a 5 day waiting period so technically it's only 5 weeks or 7 weeks so you either have to use your PTO time or take unpaid leave. It would be nice if it was actually 6 or 8 weeks paid of short term disability.
435	<p>The disparity between faculty and staff leave is unfair. Faculty get a full-semester's worth of paid leave, which is no where close to what staff have. Additionally, staff schedules tend to be less flexible than faculty's (e.g., many faculty are only in the office on days that they teach and/or have meetings), so faculty already get additional time with their children that staff don't get. I would like to see staff have the same leave policy as faculty.</p> <p>Additionally, I would like to see FMLA have some compensation (maybe 40-50% of salary?). I know that the federal law does not mandate it, but CMU could opt to pay their employees for this time -- especially since faculty already receive compensation for what essentially equates to a full semester of leave.</p> <p>I am fully support of giving leave to fathers, but I don't want to put the cart before the horse. Women not only need time to recover from the delivery of their child, but if they choose to breastfeed, many of them need that time to build their milk supply. Moms need leave first -- unless we can give moms and dads leave at the same time, in which case, let's do that.</p>
436	Longer leave in general, 100% paid, for fathers and mothers
437	6-8 weeks is not long enough; 3 months would be a more appropriate minimum amount of time. I would suggest 3-4 months. Parents deserve more time to be there for the process of adjusting a new human being to the world.
438	I would like to see staff have a formal parental leave policy that is similar to the parental leave policy for faculty. Having female staff members use short term disability (60% pay) after giving birth is not a good benefit especially since other members on campus receive better benefits.
439	<p>I think fathers should definitely be allowed to take Parental leave. There's no question about it.</p> <p>I would like to see the staff Leave be similar, if not EXACTLY the same as the Faculty Leave. Even if it can't be given at 100% paid leave, it would be nice to have the option for 3 months leave with 60% pay.</p>
440	<p>Considering what the institution offers to faculty, I think 8 weeks of paid parental leave for all staff, male or female, regardless of whether they are adopting or giving birth would be equitable.</p> <p>If both parents are CMU staff, I think it is reasonable to designate a primary care provider and allow one parent to use the parental leave benefit.</p>
441	<p>It is unfortunate that staff must take medical/disability to care for their newborn children. Giving birth is not a disability.</p> <p>It is also unacceptable that faculty at CMU receive far better child care benefits than staff. We all work for the same institution. If this institution prioritizes child care for one subset, they should prioritize it for all.</p>
442	<p>Increase to full paid leave - 60% pay during the time of leave will be a significant challenge for my household.</p> <p>Paternity/partner benefits - Spouses who are both CMU staff must share their 12 weeks of FMLA. Provide at least some % of paid paternity leave. No paid paternity leave is a huge financial challenge for fathers/partners.</p>
443	I think the staff benefits should be more on par with faculty benefits. At least they should get 100% pay during the 12 weeks of maternity leave.
444	N/a
445	First, after learning that there are different policies for different types of positions at CMU is disheartening and not at all inclusive. I believe all women or primary caregivers should be allotted the same amount of leave, regardless of where they fall on the pay scale. Ideally, 6 months paid leave would be generous and I feel like an appropriate amount of time off with the

	<p>birth of a child. I believe the standard should at least be 3 months with full pay for all employees of the university. Childcare is also another issue here at CMU that I believe should be addressed. The Cyert Center provides excellent care but is not affordable compared to the standard cost of daycare in Pittsburgh and has a ridiculous waiting list. This prevents many staff and students, including me, from being able to receive quality care that is also convenient. I am not sure if this is true or not, but I have been told that faculty come first to get off the waitlist at Cyert, then staff, then students. If true, it again reinforces what population CMU values and makes accommodations for in regards to parental leave and childcare benefits. It would be wonderful to see more affordable and available child care on campus that employees could attain. Thank you for sending this survey and for any considerations you take. I appreciate that my voice is being heard.</p>
446	<p>My understanding of STD, is actually 5-7 weeks of 60% pay, since you must use PTO or take unpaid leave the first week. Additionally, for many full-time staff, surviving on 60% of your pay for 5-7 weeks is financially straining; not to mention taking unpaid leave or taking PTO for the additional 5-7 weeks of FMLA. It is also extremely disheartening to learn that faculty receive an entire semester of paid leave while staff only receive a portion of their pay for a short amount of time. Why aren't we all treated the same? CMU is an innovative and progressive institution, but offers little support to their staff member when it comes to parental leave. This is extremely disappointing. At the very least, CMU should pay the additional 40% while on STD. I really hope these policies are changed.</p>
447	n/a
448	<p>Ideally, the staff policy would be an equivalent amount of time as the faculty policy, as that policy seems much more accommodating. Parental leave should apply to men and women in the cases of birth and adoption.</p>
449	<p>I believe staff should have the right to use short-term disability for adoption, as faculty are entitled to this benefit. A former colleague is currently out on unpaid FMLA to care for her newly adopted child and I believe she should have the option to use short-term disability.</p>
450	The staff policy should be equal to the faculty policy.
451	<p>Why do student, staff, and faculty get different benefits? Aren't all women regardless of their campus role going through the same physically and emotionally exhausting hoops while bringing a new life into the family? Am I as a staff member not as tired and stressed? Couldn't I use a semester off? Do I as a staff member need less money than a faculty member? Of course not, yet my Leave is not paid. These policies create disconnect between women and campus AND between women and other women (that is, you are creating classes between employees). Parenthood is parenthood; it doesn't matter what role you play in your career. It would have been great if I, as a staff member, was treated to time off with pay like a faculty member; if I could have felt supported and not punished for being pregnant in my office; if my partner could have been home as well to help me through these things. Instead I returned to work exhausted, depressed, poor, and feeling punished. I'm so glad you are asking these questions. Now do something with the information you get! Go Tartans!</p>
452	<p>I would like to see:</p> <ul style="list-style-type: none"> - 12 weeks paid leave for both parents after birth or adoption - Some sort of paid leave support for people to take care of sick family members. Maybe 60% salary, like short-term disability.
453	<p>realistically would like to see Paid leave of up to 12 weeks for mother or father; but ideally would like a policy much broader and for a longer period of time, even if that time was unpaid. The security of knowing you could take the needed time for your child without worrying about job security.</p>
454	<p>I would like to see between 80-100% pay while on leave. It is hard to support a family when you are not making enough money.</p>
455	<p>I'd like to see an equal pay / leave opportunity for both faculty AND staff, both male and female. We need to refocus on the importance of the family, and not just having a career. They are not mutually exclusive.</p>

456	I think FMLA should be extended to six months for staff so families that can afford it could take a longer leave to bond with their child and still receive their benefits. I understand it is not feasible to pay staff for work they are not doing, but bridging the gap between faculty and staff with an extension of benefits through 6 months of FMLA coverage is a solid compromise.
457	I think the parental leave policy is the least generous of all CMU benefits. The leave policy should be 100% pay for 12 weeks.
458	I understand why leave is given specifically for mothers, but I'm not sure why fathers don't have a similar accommodation.
459	A parental leave policy should cover all parents regardless of gender or biological/adoptive parent status. It should treat staff and faculty similarly.
460	Higher percentage of salary pay for a shorter period of time.
461	I appreciate what the university does do for new parents, and am excited to see that a parental leave policy is under consideration. However, I feel that there is a need to change the current policy to better serve the needs of staff. Staff members contribute so much to the university and are integral to the CMU experience. I firmly believe that staff and faculty should have equal benefits in terms of leave; therefore, staff leave should be extended to one semester to be on par with the leave of faculty. It is also a struggle for staff members to take the leave with no pay; staff members may be forced quit, find new employment, or face financial hardship after taking leave. Also, the last month of pregnancy is physically and emotionally demanding, and a fragile period for both the mother and unborn child. Ideally, a individual who is pregnant should be able to take leave prior to birth, as this policy would best support the health of the parent and child. Thank you for this survey and for your consideration.
462	It would be great to see paid, parental leave benefits extended to those who adopt and to fathers.
463	(1) Ditch the "female" language. Anyone who gives birth should be eligible for maternity and postpartum leave. If you mean the pregnant party, say pregnant, not female. It's a very simple wording change that makes an enormous difference to those very few men who are able to bear children. (2) 6-8 weeks of paid leave should be available to staff as well as to doctoral students (I'm looking at the "stipend continuation" paragraph here: https://www.cmu.edu/graduate/programs-services/maternity-accommodation-protocol.html). (3) The language on the linked pages wasn't clear, but any parental leave (paid or not, birth or adoption, either parent) should not have contiguity requirements -- let the 12 weeks or whatever be used in any combination at any time from pregnancy to at least 2 years.
464	I would like to see some kind of paternal leave implemented if possible. I do not believe it has to be as lengthy as maternal leave, but a university stance that it is important for fathers to have time as well would be great to see.
465	Longer leave with higher pay
466	I would like to see maternity leave and paternity leave be equal. I feel that this should be paid for the full 12 weeks in order to enable more families to be able to stay home with their infants. I would like to see more equality between the staff leave policy and the faculty leave policy because all children deserve to benefit from bonding with their parents and the benefits of breast feeding.
467	leave that is separate from FMLA..to make it longer. Full pay would be nice but honestly getting to spend more time with my newborn is more important .. especially juggling all the new responsibilities. even the ability to work part time or have the ability to work from home would be a good benefit until you are able to fully establish your routine as a Parent
468	I do not personally plan to use any sort of leave for the birth of a child. But I feel strongly that we should do all we can for the women and men that do.
469	short-term disability and FMLA should not run concurrently - UNFAIR! Use TES employees to fill in as needed and/or tele-commute, work from home, flexible scheduling, job-sharing as options for a new parent
470	I think CMU needs to look over their maternity leave policy and make it fair to everyone across

	<p>the board. I'm not an accountant so I'm not sure what CMU can afford to pay out but there has got to be a better way so that everyone is treated fairly for maternity leave. I'm leaving and trusting those in power to make those decisions, don't let me down.</p>
471	<p>I would like to see time both for immediately after-birth recovery, as well as extended child-bonding time. I would have expected 12 weeks at the minimum.</p> <p>It's important to include fathers, and have language and policies that reflect the many ways of creating a family, including LGBT parents, natural birth, c-sections, adoptions, etc.</p> <p>I've seen in my own family, that a policy which is flexible is very helpful. For example, allowing new parents to use their time off as needed, rather in one large block of days off-- like taking 1 day off a week or working shortened days, to accommodate the needs for child-care.</p>
472	<p>I would like to see the benefits even out across faculty, staff, birth parent, and non-birth parent. Allowing a greater benefit for a birth parent assumes a certain type of relationship, gender, and sexuality. I also don't believe that an employer should be able to determine who is the primary and secondary caretaker for a newborn baby. I don't believe the current policy aligns with the standards and values that we teach and work by here at Carnegie Mellon. I would like to see CMU being a leader in this area as we are in so many others. There are many companies in the US currently reviewing their parental leave policies and not only enhancing the benefit but equalizing it as well. Companies like Facebook, Etsy, and Netflix are offering both parents (regardless of gender) equal paid time off. Some companies are extending the required 12 weeks up to even 26 weeks off for birth or adoption. Every family has a different situation, but in this day, many families have dual incomes and therefore share all responsibilities, including raising a child. Families should be able to have some choice in who will take leave and for how long. Allowing intermittent leave I think is also important especially in the first year. So that parents can decide to come back to work, maybe part-time, and still take some days as needed for care. Being able to use the number of weeks not all at once can be a very useful benefit for many. I truly believe enhancing the policy will give employees the feeling of support and even more dedication to CMU. I personally enjoy working for CMU because I believe it is a place that cares about it's employees and their well-being. We look out for one another in our community and make it feel like a family. This is just another way that CMU can show that they value their employees.</p>
473	<p>My spouse has two weeks of paternity leave with his employer. There should be some kind of leave granted to fathers. In addition to this scenario, time off for adopted parents is also necessary. The means of becoming a parent should not dictate the time needed to bring a child into the home.</p>
474	<p>This is another topic but why is the tuition benefit for children different for staff and faculty?</p>
475	<p>Expansion to adoptions reasonable. Benefit to fathers would be nice but could be more limited than those offered to moms (since they need the medical/health time off also).</p>
476	<p>I firmly believe that faculty and staff should have the same leave policies in place.</p> <p>I would like to see Staff being considered with the same level of care that Faculty is in this regard.</p> <p>While an adoptive parent does not need the same physical recovery time of a person who gives birth - the time directly after adopting a child is almost more important because of the very sudden change in the parents lives and the extreme importance of having time to bond with your newly adopted baby. Biological parents have nine months of preparation whereas adoptive parents often have mere weeks or even days. They also deal with the added stress of the adoption proceedings, having to go through months and sometimes years of waiting for the adoption to be finalized, all the while knowing that there is a risk their child could be taken from them. One could argue that the psychological stress of adopting is equal to or possibly even greater than that of a birth.</p>

	The stress is also on both parents. I would like to see paternity leave given for both adoption and birth. For a family to adjust as a family unit to the addition of a new member they need time together. Taking either parent out of the equation is not only unfair but is cruel. It adds stress to an already deeply stressful situation. If you support gender equality you must also support paternity leave.
477	I think the university should adopt a maternity leave policy with one month of bonding with the newborn, followed by maternity leave. In total, six months is a considerable fair amount of time.
478	I would like to see parity between staff and faculty
479	Why is the faculty policy different than the staff policy? Why is adoption not considered in the staff policy? Why are fathers not considered in the staff policy?
480	It would be nice to have a somewhat longer leave period available for staff.
481	I feel it would be helpful to staff if the STD percentage of 60% paid would increase to at least 70-75%. Allowing less of a monetary hardship.
482	I would like to see at minimum up to 12 weeks fully paid for both men and women after the birth or adoption of a child. Studies have shown it takes longer than 6-8 weeks to recover from birth. To expect that women can go without pay for additional 4-6 weeks if they have given birth, or that men and women would have no paid leave upon the arrival of a child if they did not give birth, is not supportive to families. Men should also be able to take time to bond with their child after birth or adoption, and women should not be expected to take such a significant financial hit just for having a family.
483	So i have researched how long a mother should be with her child and have found from multiple sources that if a Mother is with her baby for 10 weeks before going back to work, there are significantly less behavior issues with the child. Also , medically, it take 12 weeks for the uterus to fully heal from childbirth. I would want 12 weeks off with some financial support. I think having a minimum of 6 weeks for a father that is not the soul provider. Adoption would carry a similar time period for the main provider if it is a newborn or young child.
484	The policy should include adoptions and other leave requirements, such as dependent care and elder care. There are many reasons to need a leave of absence, but the terms of that leave can be standardized to cover many situations, enabling the leave taker the privacy to deal with whatever is required.
485	I think both parents should have the option of staying home with their newborn or adopted child for a minimum of six weeks, preferably longer (10-12 weeks), with full pay.
486	Equality between staff and faculty Paid time, however limited, for the father as well.
487	The current policy discourages female staff who are the primary breadwinners in their family from having children as the reduction in pay is a serious financial burden. Ideally there would be a formal maternity leave policy which allows families to take leave at full pay for a minimum period of 6 to 8 weeks. After that then the staff member could use short term disability and FMLA. Formal paternity leave should also be addressed. A policy that creates a serious financial need for staff to return 6 weeks after having a child is antiquated and does not support families or females returning to the workplace if they have children.
488	I'm sure the policy at CMU is on par with similar policies elsewhere, but I think there are improvements that could be made. An increase in the amount of time (up to 12 weeks) and an increase in the percentage of pay received would be helpful additions to this policy. Also, does CMU have any provisions for paternal leave in these situations?
489	An actual maternity leave policy would be wonderful! One which outlines separation from the office (while on leave), time off, support for new parents and transitioning back to the office. (When I was on STD for the birth of a baby, unfortunately, I still had work responsibilities (minimal, but nevertheless), as I did not have "backup" within the office.
490	I would like to see fathers get equal rights and benefits. And staff should be treated the same as faculty.
491	Paid leave for both mothers and fathers and longer than 6-8 weeks - 12 weeks would be a good start
492	n/a

493	I believe six-weeks is paltry. We can do better at CMU. I believe it would serve CMU to offer at least one year paid leave to full-time employees.
494	<p>I would like to see some weeks of full-paid leave for a birth mother, as other companies have instituted. 60% pay is not realistic for women - who have just had a baby - to cover their expenses and not be stressed about finances while caring for a newborn. Offering a more comprehensive maternity leave sends a message to staff that their personal lives and well-being is important to the institution as well. Better cared for workers are better workers.</p> <p>I also think it is important that a Paternal Leave Policy for staff that allows fathers to stay home with their child for at least 3-4 weeks exists. Fathers should be included in the child's first weeks of development. The fact that paternal leave doesn't really exist at all sends the message that it's the woman's job to care for a new child.</p>
495	<p>The CMU staff and faculty policies should be equitable. I think that CMU staff should receive the same leave as faculty. CMU staff should also receive one paid semester for the primary caregiver. Spouses should also receive 2-3 weeks paid leave (not PTO) in order to provide support to the new mother and bond with their newborn child (or adopted child).</p> <p>If CMU wants to recruit and retain top talent, the University needs to institute a maternity/paternity leave policy that allows parents to be financially supported through this major life change. With this new policy, employees will be more loyal to the school and be much more likely to return to work post-childbirth/adoption.</p>
496	The policy for staff should be the same as the policy for faculty. Period. Parents having a baby or adopting a child face the same struggles regardless of their employment status. The leave benefits should be similarly universal. Parents who have or adopt children should be entitled to the same benefits from the university, regardless of their paycheck or affiliation. It's embarrassing that this has not already been fixed. Shame on CMU.
497	There should be no difference in the policy between faculty and staff. All employees of CMU, whether faculty or staff, male or female, should be given equal opportunity to care for family without having to impact their PTO or short-term disability. A reassessment of the policy's related to leave after a birth or adoption and to care for family need to seriously be addressed and fast.
498	<p>I would like to see staff be granted 12 full weeks of leave, at 60% pay (or more if possible.)</p> <p>In terms of Parental leave and leave in the case of adoption, 6 weeks or more with some percentage of pay would be ideal. Asking fathers and adoptive parents to take leave completely unpaid - when they are still dealing with the challenges of a newborn and/or helping to care for a recovering mother - is unacceptable. At a university that tries to set the standard in so many other ways, the fact that we're lacking in this area and undervaluing staff by giving them so much less in terms of leave compensation compared to faculty is embarrassing.</p>
499	I believe that staff should receive 100% of their pay during maternity leave. Also, I think staff and faculty should be treated equally regarding maternity leave benefits.
500	Even though not an entire semester, similar to that of faculty it would be more fair to provide 100% pay (instead of 60%) for the 6-8week period for staff and the same leave rules applying to fathers for parental leave as well.
501	<p>I think adding paternal leave the same as women staff members receive would be great to add. Or having paternal leave at 60% pay and having maternal leave at 100% pay. It's important for not only the mother to have time off, but the father as well. Especially if they are the main caregiver.</p> <p>A lot of folks live pay check to pay check and you shouldn't be penalized for having a child and losing your 40% of your pay, when faculty don't lose any and get longer time off, maternal or paternal.</p>

502	I'm not fully aware of the current policy, I admit, but I would like to see any Parental Leave Policy extended to fathers. The first weeks after a child is born are crucial to family bonding, are very stressful, and in many cases the mother has a difficult recovery and needs hands-on support at home. Paid leave for fathers has incredible value to family.
503	I would like the policy to remain for Staff at CMU as it currently stands.
504	At a minimum, 12 weeks off with FULL pay for any parent, regardless of gender. An additional 8 weeks at 80% pay.
505	Staff: I think that a 5-day waiting period should be waived - paid at 100% so that PTO/Floating Holidays would not need to be used. In addition I think that a 5-day Parental Leave should be extended to a new dad. Say, within the first 30 days of the birth. Kind of like a reverse bereavement leave. It is amazing how much is needed those first couple of weeks. Between care of the Mom, Baby and bonding.
506	I would like to see better compensation for short term leave. I know there is better coverage. My previous employer had tiered coverage based on years of service and covered the whole time on short term disability. I would also like to see other options offered for the return from leave. Such as remote work, part time, or any combination that works for the mother and the university.
507	Full paid maternal and paternal leave for all staff members for a minimum of six weeks. Please stop making staff members use all of their PTO before getting on FMLA or short-term disability. It might not be official CMU policy, but almost every department requires you to deplete your PTO balance before taking maternity leave. This is unacceptable as it forces new parents to take unpaid leave if their newborn gets sick. Additionally, pregnancy is not a disability. Short-term disability should be a reference to temporary injuries or illnesses that preclude the staff member from working. Pregnancy does not meet either of those criteria and needs to be placed in a separate category that is more accurate medically and professionally.
508	I think it would be nice to get the staff leave policy closer to what the students and faculty are given. Also, being inclusive to all different types of families would be nice.
509	The policy for staff should be expanded to include male staff members and also staff members who adopt, not just those who give birth.
510	Fathers need leave too. A paternal leave would also provide big assistance to mothers who are left alone with their new baby for the first time under exhausting conditions.
511	It would be nice for CMU to take lead in extending birth of child/FMLA beyond 12 weeks. Wait list for daycare and if you are a single parent, it is truly challenging to find it while recovering from child birth.
512	It would be particularly nice to offer paid paternity leave (even if at the 60% rate) similar to many other employers these days. It would be nice if staff did not feel like second class citizens in comparison to faculty for the birth of a baby.
513	For the reasons stated above: 1. I believe that both parents should have the opportunity to be home and 100% focused on their infant for 6 months. 2. This should extend to adoptive parents and fathers/partners. 3. This leave should be 100% paid for a minimum of 3 months. Again, I am more than happy to speak more in-depth about my experience and share my thoughts on the benefits of family leave.
514	After giving birth to a child, there's a lot of work and adjustment that has to occur. The Pittsburgh area is not conducive to working mothers as evidenced by the lack of childcare options, especially for infants. Even if a mother wanted to take full FMLA leave for a birth, they may not be able to afford it.
515	I believe that the staff policy should be the same as the faculty policy. With some many companies and organizations going this direction to support the staff, i believe CMU should rise

	<p>to the same level. At the very least a plan that gives mothers and fathers full financial support through the FMLA period is a good minimum.</p> <p>Thank you for your time and attention to this matter. It could make the difference in my long term ability to stay with this great University.</p>
516	12 weeks paid 100% for fathers and mothers with a new child period (adopt or gave birth) - that is the LEAST the university could do. The staff at CMU have a huge role in making this university a world class institution. We work overtime unpaid, we put time into caring for our students, we represent and market the university. If you want to keep your awesome employees (and recruit the best) - give at least this much. Parental leave is terrible in America. CMU could be a leader in this topic - we are already becoming a leader in educating young women and moving towards more equitable opportunities for all.
517	Longer leave for staff; better pay during that time, 60% means that a lot of people can't take advantage.
518	I would like to see an actual "parental leave" policy established for staff, which includes men and women who plan to adopt a child. I would also like to see the leave change from 12 weeks unpaid to 12 weeks paid, to lessen the financial burden on those who must take leave for the birth/adoption/bonding with a new child. This would make the staff policy more equitable with the faculty policy, which I feel is the right thing for the university to do.
519	Longer leave, full pay, leave for all gender parents.
520	I would like to see 6 months of fully paid leave for new parents. Even partially paid leave would probably be a good option for many people and may be more financially viable for the university. After that 6 month period, flexible work arrangements to return, whether remote, part-time, or some combination of those things for parents to transition back into the work force.
521	Should be consistency between staff and faculty, maternal and paternal leave.
522	I would like to see CMU become a regional leader in parental leave and consider additional bonding time with pay for new parents. Welcoming a child into your home should be seen as more than a "short term disability."
523	All faculty and staff should receive at least 12 weeks with full pay.
524	I feel that both full time and part time employees should be able to receive leave benefits. I also think that staff should be able to receive the same as faculty, after learning today that it is different via this survey. I also think that fathers should receive some sort of leave to help with the adjustment to a new child at home and to allow for the father to bond with that child as well.
525	It would be nice though if part-time employees were eligible for the STD benefit. Of course the ideal would be paid leave for all who choose to take parental leave.
526	I believe, based on my own experience after the births of 3 children, that a 6 month unpaid leave with the ability to return to your former position would be of great benefit.
527	60% pay for 6-8 weeks is not sufficient. Staff should have the same leave policies as faculty!
528	Parental leave should be at full pay, and I believe it should be extended to 12 weeks. I would like to see CMU make a statement of support for staff who are new parents, both mothers and fathers, by offering a more generous leave policy. This is such an important issue that I would consider changing jobs before having children, in order to take advantage of better parental leave benefits.
529	As a new father, I took two weeks off from my last employer as PTO because I wanted to be with my wife and daughter in those first few weeks. I would have taken off more if I'd have had more. I would like to see a new policy that grants at least two weeks of PTO which does not count against accrued PTO for the birth of a child for either parent as well as the ability to take Short Term Disability for an extended leave for both parents. This can allow both parents to bond with their new child and not put the burden on a single parent.
530	I would love to see a more robust leave plan that includes fathers and staff who adopt. Thanks for asking for our feedback!
531	It would be nice to see some sort of paid (STD like) benefit for fathers also, even if it's a shorter time period..for example 1-2 weeks.

532	It would be ideal to offer staff the same parental leave time and pay as faculty receive.
533	n/a
534	paid

Faculty Experiences

8. Please leave comments related to your personal experience with Leave after the birth of a child/FMLA at CMU.

Answer Options	Response Count
	7
<i>answered question</i>	7
<i>skipped question</i>	1272

Number	Response Date	Response Text
1	Feb 23, 2017 3:44 PM	Faculty leave policy is good. Except when I filled out the form to request the leave in 2016 I recall that the form suggests that if you employ childcare help you can't take the leave. Especially for people who already have 1 or more kids when the latest child is born, you probably do employ childcare help. It would be nice if you didn't have to lie on the form.
2	Feb 20, 2017 5:16 PM	I'm delighted to hear this news. I was totally unaware of it.
3	Feb 16, 2017 7:08 PM	I believe that our society needs to support children more effectively and extensively than it now does. We have changed our social contract whereby children used to have a caregiver who stayed home with them (usually mother or grandmother) and thus received reasonable support. Now that most people within a family work and family geographical dispersion, that resource is unavailable. Consequently, staff should have the equivalent of what faculty have, a semester off after the birth of a child.
4	Feb 16, 2017 3:11 PM	Gender-inclusive parental leave for faculty is excellent and important.
5	Feb 16, 2017 2:17 PM	I have had 2 children as a teaching track faculty member at CMU. Both times, I gave birth in July and was back to work in October. The second time, I came back on a part-time basis (4 days a week) through the end of the fall semester. Both deliveries were via C-section, which left a longer recovery. I could not imagine coming back at 6-8 weeks and trying to work full-time. I would strongly recommend a policy that allows new parents more time to adjust to parenting and to bond with their new children.
6	Jan 26, 2017 2:53 PM	I have no personal experience with these policies, but I wish to STRONGLY recommend that the university expand the length of time and level of financial support for all new parents, including the fathers of biological and adopted children, and the same-sex parents of biological and adopted children.

7	Jan 26, 2017 1:50 PM	<p>I did not have my daughter while at CMU.</p> <p>As a boss, I think that it's a shame that we require "disability" leave for maternity. I also know that I would retain more employees after the birth of their children if the paid leave was longer (at least 12 weeks). Though I have few male employees, I wish that CMU gave each parent paid leave that could be taken simultaneously, in sequence or interleaved (i.e., each half time for awhile) so the child could have parental care for the first 6 months.</p>
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Appendix E: Dependents added to a CMU Health Plan by Birth Year

The following table, provided by CMU HR, provides the number of staff and faculty children covered under a CMU Health Plan (Medical/Rx, Dental, and/or Vision). This information may be beneficial for estimating the potential cost of this benefit to the university. However, this data does not include the number of children born to parents that waive health benefits or the percentage of staff dependents verse faculty dependents.

Year of Birth	# of Children Covered under a CMU Health Plan	% Female Parent	% Male Parent
2016	112	33%	67%
2015	120	25%	75%
2014	147	35%	65%
2013	149	32%	68%
2012	127	39%	61%