

## **FIU Faculty Resources**

FIU is committed to helping faculty balance the needs of career and family. Policies have been established to create a supportive, equitable, and productive academic environment. More information about each of the family-friendly policies is listed below.

NOTE: It is best to check the Faculty Resources website to make sure to get the most up-to-date information:

<https://academic.fiu.edu/NewFacultyResources.html>

[https://academic.fiu.edu/faculty\\_resources.html](https://academic.fiu.edu/faculty_resources.html)

Family-friendly policies and resources include:

- Dual career program
- Faculty residence map
- Parental leave
- Tenure clock extensions for Tenure-Earning Faculty
- Lactation rooms
- Campus child care
- Center for Children and Families
- Youth summer camp and school holiday care
- Tuition waiver

### **Dual Career Program**

<https://academic.fiu.edu/docs/Dual-Career-Academic-Hire-Program.pdf>

FIU's dual career program enhances the university's ability to attract and recruit exemplary faculty by creating a framework for exploring employment for a new hire's spouse or partner\* (dual career hire).

These hires are considered through a targeted recruitment process and may require review of a search and screen waiver and approval by EOP and the President.

### **Faculty Residence Map**

<http://maps.fiu.edu/fiufacultyresidence/>

To aid new and prospective FIU faculty in making decisions about living in Miami, this interactive map shows where current faculty reside.

### **Parental Leave**

<https://facultycareers.fiu.edu/cba/#leave>

Fully paid parental leave is granted to eligible FIU employees for the birth or adoption of a child for a period of up to twenty-six consecutive weeks (approximately 6 months) during Fall or Spring semesters, and at a rate of .33 FTE for Summer A or Summer B.

The twenty-six consecutive weeks of paid parental leave is granted to each eligible employee once during her or his career. However, one time during employment, the 26 consecutive weeks of parental leave may be split and allow the use of parental leave for a subsequent birth or adoption of a child.

If an employee who takes paid parental leave requests leave for a period of more than twenty-six consecutive weeks, the employee may request to use a combination of paid leave, accrued leave and leave without pay. Foster care is not covered under parental leave but is provided through FMLA provisions in accordance with this policy.

### **Tenure Clock Extensions for Tenure-Earning Faculty**

<https://academic.fiu.edu/docs/Tenure%20Clock%20Extensions%2012-5-16%20Final.pdf>

Tenure-earning faculty members who have significant official parental or dependent care or medical leave during their tenure-earning years may officially request “time off the tenure clock” for such leaves during the academic year.

Faculty whose requests are granted will not to be evaluated any given semester during which the leave was for more than 20 calendar days. This policy allows tenure-earning faculty to focus on supporting their family members without negatively impacting their official productivity level.

### **Lactation Rooms**

<https://hr.fiu.edu/employees-affiliates/assistance-wellness/>

FIU provides a dedicated lactation room in Primera Casa (the PC building) at the Modesto A. Maidique Campus solely for this purpose. PC-434A has three private sections for nursing mothers to express, as well as comfortable chairs and a sink. The room is available to all faculty, staff, and students. To reserve room PC-434A, please send an email request to [hr@fiu.edu](mailto:hr@fiu.edu).

The Herbert Wertheim College of Medicine also offers a lactation room that may be utilized by FIU Medicine students, faculty, and staff located in AHC2-454. To request use of the lactation room, contact Wendy Bravo at [wbravo@fiu.edu](mailto:wbravo@fiu.edu) or via phone at 305-348-3981.

FIU Business currently provides a lactation room (MANGO 650) with access request through Jackie Coello 305-348-2282.

### **Campus Child Care**

<https://studentaffairs.fiu.edu/campus-services/childrens-creative-learning-center/>

The Children’s Creative Learning Center (CCLC) at FIU is a State Educational Research Center for Children Development and a SACS Nationally Accredited Program. The Center is a self-supported university auxiliary and a department within Student Affairs. In addition, the Children’s Center often serves as a demonstration site for departments of the university and programs in the community, e.g.: observation, presentations, special programs, training and research.

FIU’s CCLC offers top-quality childcare that’s convenient and affordable for children of FIU students, staff, faculty, alumni and the neighboring community. The program serves children who have achieved bathroom independence between the ages of 2 through 5 years old, Monday

through Friday. A Kindergarten and Voluntary Preschool Kindergarten program are available within the hours of the full day program. Admission is open to the public, but preference is given to FIU students, followed by FIU staff and faculty.

### [SUMMER CAMPS](#)

<https://gateways.fiu.edu/>

FIU offers numerous summer camps and holiday care programs, including:

- Animation Gets Real Miami at Engineering Center
- Center for Children and Families at MMC
- FIU CASE Summer Camp at MMC
- FIU EcoAcademy at BBC
- FIU Theatre Summer Camp at MMC
- Miami PREP Summer STEM Program at Engineering Center, MMC, and Miami Beach Urban Studios
- Miami Waves Club Summer Camp at BBC
- Parent/Child Bridge Engineering Summer Camp
- Sports Camps at MMC

### [Center for Children and Families](#) ([ccf.fiu.edu](http://ccf.fiu.edu))

At the Center for Children and Families, we understand the challenges you face as a parent and we want you to know that you are not alone. If you think your child may be struggling with a problem, let us help you. Twenty percent of kids suffer from a mental health problem and about half of all cases of mental illness begin by age 14. We are here to support you and give you the tools you need to best respond to your child's and family's needs every step of the way.

The CCF offers: Individual and group therapy for children and teens; Parent training and family interventions; and Evening, weekend & summer programs. The CCF provides state-of-the-art services to approximately 3,500 families each year through clinical services and research programs presenting with the following concerns:

- [ADHD and disruptive behaviors in the home and at school](#)
- [Anxiety and fears](#)
- [Social and developmental concerns](#)
- [Depression and other mood conditions](#)
- [Family stress and relationships](#)
- [School readiness and academic difficulties](#)

### [Tuition Waiver](#)

<https://facultycareers.fiu.edu/cba/#tuition>

The employee tuition waiver benefit allows full-time employees and their dependents to have tuition waived up to three times per year: spring semester, summer semester, and fall semester. The available credits are a pool to be split between the employee and dependents, and covers up to six credits for employees and up to 10 credits per semester for dependents. If both employee and dependent are using the waiver, no more than six of the ten available credits may be used by the employee. For more information, contact the Human Resources Customer Service Center at (305) 348-2181.