

Faculty Leave Chart

EVENT	LEAVE TYPE	LENGTH AND PAY STATUS	POLICIES
PREGNANCY or ADOPTION	Parental Leave	Up to 6 weeks paid parental leave (to be eligible for paid leave, faculty member must have completed at least 12 consecutive months of employment)	Board of Trustees (BOT) policy and PER 4.18
PREGNANCY or ADOPTION	Parental Leave with concurrent Family Medical Leave (FML)*	Up to 6 weeks paid parental leave (see above for eligibility); FML runs concurrently for 12 weeks, additional 6 weeks is unpaid.	BOT Policy and PER 4.17 and PER 4.18
EMPLOYEE'S OWN ILLNESS	Medical leave	Up to 6 months paid for those on 12-month contract; up to one semester paid for those on academic year contract	BOT policy https://louisville.edu/provost/faculty-personnel/medical-leave-for-faculty-and-administrators
EMPLOYEE'S OWN ILLNESS	Medical leave with concurrent FML*	Up to 6 months paid for those on 12-month contract; up to one semester paid for those on academic year contract; FML runs concurrently up to 12 weeks	BOT policy and PER 4.17
FAMILY MEMBER'S ILLNESS	FML – family member's serious health condition*	Up to 12 weeks (may be paid if faculty member has vacation or PTO to use)	PER 4.17
MILITARY LEAVE	Military Leave	Indeterminate length based on military orders -- up to 15 working days paid per military fiscal year	PER 4.08
SABBATICAL	Sabbatical leave	One half of contract year at full pay, full contract year at half pay	Redbook (RB) 4.3.5

*Must be eligible for Family Medical Leave. Any employee who has been employed by the university for at least 12 months and who has worked for the university at least 1250 hours during the 12 months immediately preceding the leave is eligible for FML (PER 4.17). It is the responsibility of the employee's department Unit Business Manager or designee to notify human resources of employee absences of more than seven days or any pattern of employee intermittent absences. (PER 4.17). See for reference: <https://louisville.edu/hr/benefits/leave>