

# Resolution Policy

Date: February 26, 2018

RE: Senate Resolution: #180216-1

Rowan University Senate Parental Leave Taskforce Report Submitted December 8, 2017

## Executive Summary Justification for Need for Policy

A quick Google search of the topic Work-Life Balance will result in numerous articles, blogs, papers and surveys discussing the issue. It has reached such importance because the average employee is beginning to expect employers provide better ways for the employee to attain this balance, especially with respect to becoming parents. Millennials are leading this transition. U.S. employees are more likely to turn down a promotion or be willing to move to manage work-life balance (Schulte, 2015). Schulte (2015) notes that almost 40% of young employees in the U.S. are so unhappy with the amount of paid parental leave employers offer that they would be willing to relocate to other countries. These surveys indicate the need to focus on providing benefits that will attract young employees in an increasingly global economy where choices are numerous.

Another reason to offer attractive benefits such as paid parental leave is retention of employees. A survey of 1,000 employees found that 75% of employees would leave their current jobs as a result of issues relating to work-life balance (Schulte, 2015).

talent, as demonstrated by many multinational corporations who have enhanced their leave policies in  
implemented leave policies that supplant the federal and state minimums, which indicates that Rowan is  
behind the current trends in parental leave and putting itself at a recruiting disadvantage.

	responsible for the entire cost of their health		
Individuals whose workload is defined by hours/weeks and are eligible for benefits		16 weeks leave at full pay with benefits	32 weeks at ¾ pay with benefits