



BEREAVEMENT POLICY

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TOPICS FOR TODAY



MSU 2030 Strategic Plan



Partnership with Governance on Policies for AY22-23



Bereavement Policy

MSU 2030 STRATEGIC PLAN

Faculty and Academic Staff Success:

- Creating an environment in which excellence and opportunity thrive will attract and keep talent and create conditions where staff and faculty can do their best work, individually and collaboratively.





POLICY INITIATIVES FOR AY22-23





ADVANCING WELL-BEING AND INSTITUTIONAL SUPPORT



1 – Funeral/Bereavement Leave for Faculty and Academic Staff

- Extension of days
- Extension to who is covered

2 – Paid Sick Leave for Faculty and Academic Staff

ADVANCING WELL-BEING AND INSTITUTIONAL SUPPORT

Partnering with academic
governance committees

Common goals:

- Create an institutional structure through policies that advances the quality of the work environment for our faculty and academic staff.
- Better serve our colleagues as they experience hardship during times of illness and or losing a loved one.

BEREAVEMENT POLICY



CURRENT POLICY

- In the case of death of a faculty/academic staff member's immediate family, it has been the practice to provide up to three days paid time off work to attend the funeral or memorial services and to make necessary arrangements. If additional time is needed, vacation time, as applicable, or leave of absence without pay may be requested.
- The immediate family consists of a faculty/academic staff member's spouse or Other Eligible Individual(OEI), son, daughter, parent, grandparent, grandchild, brother, sister (or the spouse of any of them), of either the faculty/academic staff member or the faculty/academic staff member's spouse/Other Eligible Individual(OEI).
- One day of paid time off work will be allowed in the case of death of an uncle, aunt, nephew, or niece of either the faculty/academic staff member or the faculty/academic staff member's spouse/Other Eligible Individual(OEI).



POLICY GAPS

1

Up to three paid days off is insufficient and not reflective of the needs of our faculty

2

Differing days off based on title of family member

3

Doesn't extend beyond limited definition of family member

BENCHMARKING RESULTS – COVERAGE

- Benchmarked against our Big Ten Academic Alliance peers (13 other institutions)

Automatic Coverage	
Up to 3 paid days	Up to 5 paid days
7 institutions	7 institutions

- Some universities allow unpaid leave beyond 5 days, or combine additional time off to be used as vacation/sick leave

BENCHMARKING RESULTS – FAMILY MEMBERS

- Other universities address a variety of family situations beyond immediate family:
 - Great grandparents, aunts, uncles, cousins, nieces, nephews
 - Foster children, step-children, wards
 - In-laws
 - Members of the household

SOME IDEAS ON NEXT STEPS



Establish a working group of faculty to provide recommendations and/or to draft the policy (in partnership with FASA)



Direct the topic to the UCFA personnel subcommittee to discuss the next steps



Dispatch FASA to provide a draft written policy to UCFA or UCFA personnel subcommittee



QUESTIONS