

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.

Family-friendly policies and resources include:

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

Dual Career Program

Requests to consider employment for a new hire's spouse/partner are considered on a case-by-case basis and should be referred to the Office of Faculty Leadership and Success.

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://www.uff-fiu.net/wordpress/bargaining/>

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://provost.fiu.edu/faculty-excellence/faculty-resources/>

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/>

We are pleased to provide three dedicated, permanent lactation rooms in Primera Casa (MMC Campus, PC 434A), at the Wolfe University Center (BBC Campus, WUC 148) and in the Herbert Wertheim College of Medicine’s Academic Health Center (AHC 2- 454) solely for this purpose. PC-434A has three private sections for nursing mothers to express, as well as a sink, table, chairs, and counter. The room is available to all faculty, staff, and students. The room is free from intrusion of coworkers and the public where an employee may reserve time to express breast milk. Nursing mothers will be provided a reasonable amount of time for each break and may break as frequently as needed. The frequency of breaks needed to express milk as well as the duration of each break will vary and should be requested through your department’s normal request process.

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

<https://ccf.fiu.edu>

We are an FIU Preeminent Program and world-class clinical research center dedicated to improving the lives of children and families struggling with mental health problems.

We work closely with each child and their family to provide the highest quality care using treatments that are proven to be effective. Our center offers a wide range of individual and group services to support you. Our services are available both in-person and through telehealth.

We are currently providing clinical services for the following concerns:

- ADHD
- Anxiety & fears
- Conduct & behavioral problems
- Family stress & parenting support
- Mood problems & depression
- Problems with academic & social skills
- Trauma

Tuition Waiver

<https://www.uff-fiu.net/wordpress/bargaining/>

Full-time employees, including employees on sabbaticals or on professional development or grants-in-aid leave, their spouses and dependent children under the age of twenty-five (25) may enroll for a combined maximum of up to ten (10) credit hours of FIU instruction per term (Fall, Spring, or Summer), with employees enrolling in no more than six (6) credit hours of the total 10 (ten) credit hours per term.