



UNM Staff Council Resolution 2026 #1

Name: Increased Parental Leave

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Adopted by Staff Council on: January 20th, 2026

1. WHEREAS the University of New Mexico strives to find opportunities to recruit and retain excellent employees, support working families, and increase morale and productivity among staff; and
 2. WHEREAS historical data shows that employees who take adequate parental leave are more likely to return to the same employer, reducing expenses associated with personnel turnover¹; and
 3. WHEREAS staff at the University of New Mexico must currently supplement the four weeks parental leave with their earned / banked sick and/or annual leave to achieve the full allowable amount provided under FMLA of three months (twelve weeks)²; and
 4. WHEREAS UNM Staff must build up their sick and annual leave balances to take adequate time to be with the newborn or newly adopted child, which may cause staff to work while they are sick due to inadequate leave or to retain leave balances; and
 5. WHEREAS the City of Albuquerque and State of New Mexico have adopted a parental leave model where new parents may receive up to twelve weeks of paid parental leave³⁴; and
 6. WHEREAS the University of New Mexico supports faculty in balancing their academic and personal lives by providing one semester (approximately sixteen weeks) of paid parental leave; and⁵
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7. WHEREAS the University of New Mexico provides a maximum of four weeks for staff paid parental leave for staff not supplementing with SL or AL while the UNM affiliated Children's Campus does not provide childcare to children below the age of six weeks⁶; and

8. WHEREAS the University of New Mexico should provide opportunities for health and wellness of new families, and encourage bonding time between the child and parent(s); and

9. WHEREAS the American Academy of Pediatrics recommends twelve weeks of leave⁷:

10. THEREFORE BE IT RESOLVED that the University of New Mexico Staff Council Requests that UNM adopts a policy that allows up to twelve weeks of paid parental leave within the first twelve months of a child's life or entrance to the family (e.g., foster / adoption). This is to be separate from sick leave and annual leave balances and provided to staff that are the parents or legal guardians of a newborn, or newly adopted or fostered child.

11. Copies of this Resolution shall be sent to the UNM Board of Regents; Dr. Garnett Stokes, President; Teresa Costantinidis, Senior Vice President for Finance and Administration; Dr. Barbara Rodríguez, Interim Provost and Executive Vice President for Academic Affairs; Dr. Mike Richards, Executive Vice President for HSC and CEO of the UNM Health System; Dr. Assata Zerai, Vice President for Equity and Inclusion; Kevin Stevenson, Vice President for Human Resources; Heather Jaramillo, Director of Equal Opportunity & ADA Coordinator; Dr. Valerie Romero-Leggott, Vice President and Executive Diversity, Equity & Inclusion Officer, HSC; Sidney Mason-Coon, University Policy Officer; Faculty Senate c/o Roberta Lavin, Faculty Senate President; and The Daily Lobo

Sources:

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2. University of New Mexico. (2024, November 7). *UAP 3410: Sick Leave*. UNM Policies. <https://unmpolicy.policystat.com/policy/17221601/latest/>
3. City of Albuquerque Human Resources. (2019, January 22). *The City of Albuquerque Parental Leave FAQ's*. Albuquerque. [paid-parental-leave-faqs-january-2019.pdf](https://www.ci.albuquerque.nm.us/files/assets/humanresources/paid-parental-leave-faqs-january-2019.pdf)
4. Thorp, L. (2019, December 31). *Governor orders 12-week paid parental leave for state employees*. Office of the Governor - Michelle Lujan Grisham.

<https://www.governor.state.nm.us/2019/12/31/governor-orders-12-week-paid-parental-leave-for-state-employees/>

5. The University of New Mexico. (2011, November 29). *C215: Parental leave :: Faculty handbook*. UNM Faculty Handbook. <https://handbook.unm.edu/c215/>
6. *University of New Mexico Children's campus*. Infant/ Toddler/ Pre-School Program :: University of New Mexico Children's Campus | The University of New Mexico. (n.d.). <https://childcare.unm.edu/programs/index.html>
7. Montez, K., Dammann, C., Mathur, M., Alderman, S. L., & Bunik, M. (2024, October 28). *Paid family and medical leave: Policy statement | pediatrics | American Academy of Pediatrics*. American Academy of Pediatrics. <https://publications.aap.org/pediatrics/article/154/5/e2024068958/199722/Paid-Family-and-Medical-Leave-Policy-Statement>