



# OHIO UNIVERSITY

Office of the Provost

Cutler Hall  
Athens OH 45701-2979

T: 740.593.2600  
F: 740.593.9591

July 6, 2011

**To:** Joe McLaughlin, Chair, Faculty Senate

**From:** Pam Benoit, Executive Vice President and Provost

**Re:** Statement on Resolution for Maternity, Paternity, and Adoption

While I am declining to sign the Resolution of May 26, 2011 on a leave policy for maternity, paternity, and adoption, I want to provide an alternative commitment to making progress on this issue. Ohio University values its faculty and staff and is committed to fostering a positive and productive work environment.

At my request, the Provost's Women's Commission investigated parental leave policies at higher education institutions and I expect their report in August. The Office of Human Resources has completed a preliminary analysis of policies at Ohio and peer institutions and has compiled data on the projected financial implications of maternity/paternity/adoption policies.

I will be appointing a task force in the Fall, which will include faculty, staff, and administrators, to consider the feasibility of the different types of approaches used by universities in addressing the issue of maternity/paternity/adoption; the likely financial implications of these approaches; and the anticipated impact on planning units. This task force will be asked to utilize and integrate the reports that have been compiled previously. By February 2012, the task force, having shared their work with the university community, will be asked to generate recommendations for the President.