

HR NAVIGATOR

ENHANCED PARENTAL LEAVE POLICY

Northeastern has made a commitment to leadership in ensuring that talent thrives here. Therefore, it gives me great pleasure to announce a generous expansion of parental leave benefits starting November 1, 2018.

This is part of a comprehensive strategy to transform the employee experience at Northeastern to reflect the realities of a university expanding its global reach. To achieve the goals and aspirations of Northeastern 2025, we are aligning our policies, practices, and benefits to put human talent at the center of everything we do and everywhere we go. In the New Year, we will introduce other initiatives such as flex work guidelines that support work-life balance and a state-of-the-art talent acquisition system that will enhance the experience of both candidate and hiring manager.

Our enhanced [Parental Leave Policy](#) will provide benefits-eligible faculty and staff who work in the U.S. with meaningful paid leave to care for a new child.

Under the policy, the university will provide birth parents with four weeks of recovery time at full pay. And in a significant addition, we will provide a bonding-time benefit for all parents who welcome a new child, whether by birth, adoption, foster-care placement, or legal guardianship: four weeks of leave at full pay and four weeks at half pay.

All of our new parents will continue to accrue paid time off while they are devoting themselves to caring for their child.

This makes Northeastern one of the few universities in the region to offer paid parental leave of up to 12 weeks for birth parents and up to eight weeks for spouses/partners, adoptive, and foster parents.

To learn more, please review the revised [Parental Leave Policy](#) and the [Frequently Asked Questions](#). If you have further questions, feel free to contact the HRM Customer Service Center, 617.373.2230. And be sure to watch for future announcements regarding HRM policy and benefit updates.

Jane Moyer
Vice President of HRM

Northeastern University
Human Resources Management