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DATE: August 18, 2015

TO: NMSU Faculty

FROM: Garrey Carruthers, Chancellor

SUBJECT: Faculty Care Leave

A handwritten signature in black ink, appearing to be 'Garrey Carruthers', written over a horizontal line.

Good afternoon. As I mentioned earlier today during convocation, I am pleased to announce the development of Faculty Care Leave, a new paid leave benefit for 9-month faculty members at New Mexico State University.

This benefit is designed to provide faculty, who previously did not accrue any paid leave, with a paid leave benefit to be used while taking Family Medical Leave, also known as FMLA. Faculty Care Leave will provide paid time off for faculty who need time away from work to care for themselves or a family member, or to care for and bond with a newborn child, or an adopted or foster placement child.

Leave will accrue at the rate of one day per month during the academic year (nine days per year). Current faculty will be provided with a leave bank accrual for up to 10 years of previous service at NMSU.

Details are still under development, but this benefit will be available starting today, the beginning of the new academic year. Look for more details in communications from HR Services coming soon.

Thank you for all that you do. Your hard work and dedication to NMSU are what make this an outstanding university and your efforts are much appreciated.