



ELIGIBILITY

All permanent Fixed Term and Tenured/Tenure Track faculty upon initial appointment

SUMMARY OF BENEFIT

All permanent fixed-term, tenure-track, and tenured faculty members are eligible to receive a period of paid parental leave if the faculty member is the primary care giver for his/her child in the following circumstances:

- For the birth of a child and to care for a newborn child after birth;
- To arrange for the employee's adoption of or foster parenting of a child; or
- To provide care for a child placed with the employee for adoption or foster care.

Teaching faculty receive up to a full semester of leave and non-teaching faculty receive up to fifteen (15) calendar weeks of leave. This leave must be taken within twelve (12) months of the birth, adoption, or foster placement of the child. Parental leave is reduced by any faculty serious illness or disability leave also taken in the same 12-month period. For 9-month faculty, this leave is paid by the department. For 12-month faculty, this leave is paid if the faculty member has enough leave time and chooses to use his/her accrued leave time (sick, vacation, bonus leave).

KEY POLICY PROVISIONS

- A faculty member is eligible for this benefit upon initial appointment. There is no waiting period.
- The primary caregiver for a child shall be defined as the individual who has primary child-rearing responsibility and it is not intended to extend to a parent whose child is primarily in the care of a spouse or other caregiver such as day care.
- The faculty member must indicate that he/she is the primary care giver when requesting leave under this policy.
- If applicable, this leave may be used in conjunction with the 60 day paid serious illness leave. For example, a 12 month female faculty member who will give birth may receive 60 days of leave, paid by her department (under the Serious Illness Leave policy). This typically equates to 8-9 weeks. The remaining 6-7 weeks of leave is paid if the faculty member elects to use her accrued sick/vacation time.
- If both parents work for the University, the aggregate amount of parental leave to which both parents may be entitled is limited to 15 weeks.
- The use of this leave does not alter the timeframe of any scheduled review for permanent tenure, promotion, or post-tenure review. Under the provisions of the Tenure Code a tenure-track faculty member may separately request to his/her department chair an extension of a probationary appointment due to the birth or adoption of a child.

