

II.E.4. Faculty Parental Policy

(Source: *Offices of the President and Provost, Almanac, March 18, 1997*; revised, [Almanac, February 28, 2006](#); revised, [Faculty Senate, May 21, 2015](#))

The arrival of a new child into a family, either at the time of birth or adoption, typically requires that one parent devote substantial time to child care duties, often of such a nature that the duties cannot be delegated to another adult. The assumption of these substantial child care duties often is incompatible with the time required by a full time faculty member's University obligations. In recognition of this, a member of the Standing Faculty who is the primary caregiver of a child newly arrived in his/her home is entitled, without reduction in pay, to a reduction in teaching duties amounting to a fifty percent reduction in a given academic year. Depending on how teaching duties are assigned in the faculty member's school, this may or may not correspond to a semester without teaching duties. The period without teaching duties will commence within six months of the baby's birth or the child's arrival in the home. The date of the birth or adoption and the faculty member's teaching schedule will determine the appropriate timing for the relief from teaching. The faculty member is expected to notify the department chair and/or dean in writing of his/her preferred teaching schedule at an early date so that appropriate arrangements can be made to cover his/her teaching. This relief from teaching duties is not a leave of absence. Outside the period of incapacity due to childbirth or family and medical leave taken, and as compatible with the particular situation, the faculty member will be expected to meet his/her other normal departmental and University responsibilities, including research, committee membership, and advising.

The preceding sentence does not authorize assignment of additional such duties to compensate for the reduction in teaching duties. Where both parents are faculty members at the University, each parent is entitled to the fifty percent reduction in teaching duties.

A faculty member who gives birth normally is entitled to eight weeks' paid time off, or longer if her physician certifies a longer period, under the University's sick leave/short term disability policies. Those seeking a longer period relieved from teaching or who wish relief from all other duties should consider whether they qualify under the Faculty Parental Policy or should apply for a child care leave.