CHAPTER 9: ACADEMIC AND WORK-LIFE BALANCE

The University seeks to assist faculty in balancing their academic commitments and family life. In particular, it is in the interest of both the University and society as a whole that the demands of childbearing and childrearing not discourage talented women and men from pursuing academic careers.

General Provisions

1. When this chapter mentions a “child” or “children” that means a biological or adopted child of the faculty member (or of the faculty member’s spouse or partner) who lives with the faculty member.

2. When this chapter mentions the “primary caregiver” of a child that means the parent who has the greater childcare responsibility.

3. When this chapter mentions “faculty,” that includes all full-time faculty, tenured, tenure-track, and non-tenure-track (except visiting appointments), except where a provision specifically refers to tenured or probationary faculty.

4. Requests for leave under this chapter are submitted by the faculty member, in writing, to the department chair/program director, the dean, and then to the Senior Vice President for Academic Affairs and Provost (Provost) for final adjudication.

5. When this chapter mentions that the individual is “entitled,” the right is provided automatically upon proper notification by the individual to the Dean and Provost, as long as the notification is accompanied by documentation satisfactory to the Provost.

SECTION 9.1 PAID PARENTAL LEAVE

A full-time faculty member is entitled to receive a six-week paid parental leave in connection with the birth or adoption of a child, if the faculty member is the primary caregiver of the child (or will be, immediately following the birth) within six months of the birth of the child. When this six-week paid parental leave is taken within a single semester, the faculty member will have no teaching assignments during that entire semester if they are the lead faculty of semester-long courses. In the School of Medicine (which is not on a semester schedule), teaching assignments must be negotiated with the department chair and dean and the faculty member only receives 6 weeks paid leave irrespective of the timing in the academic year. For the timing of the leave, coordination with other leaves and benefits, and other conditions, see Section 9.6 below.

SECTION 9.2 FAMILY RESPONSIBILITIES

To accommodate family responsibilities, including caring for a child or relative, the Provost may approve:
(1) part-time leave, with reduced duties at proportionate compensation, up to two years.

(2) unpaid leave of absence, up to one year, to run concurrently with any leave provided by law.

(3) modified responsibilities with proportionate pay, up to two years, where the faculty member is given special consideration as to assignments.

SECTION 9.3 CHILDCARE RESPONSIBILITIES OF PROBATIONARY TENURE-TRACK FACULTY

To accommodate the special responsibilities of the probationary period with the demands of childrearing, a probationary faculty member who is the primary caregiver of one or more children,

(1) may request a half-time leave, with half-time duties at half pay, up to a maximum of one year.

(2) may request, as an alternative to part-time leave, a reduced teaching and service load for up to a maximum of one year with or without reduction in pay, as appropriate as approved by the department chair and dean and subject to final approval by the Provost.

SECTION 9.4 LENGTH OF PROBATIONARY PERIOD

(1) If a probationary faculty member is the primary caregiver of a newly born or newly adopted child, he/she shall be entitled –at his/her own discretion-- to an extension of up to one year in the probationary period.

(2) Normally, the faculty member must notify, before the academic year of review, the appropriate dean in writing of her/his intention to extend the probationary period.

(3) Up to one year may be added to the probationary period of any faculty member to accommodate family responsibilities, including caring for a child or children or relatives, subject to the approval of the dean and the Provost.

(4) A faculty member who qualifies under more than one of the preceding subsections is entitled to have two years added to the probationary period. Absent special approval by the Provost, however, there shall not be more than a total of two years added to the probationary period for any reason or combination of reasons under this chapter or other policies.
(5) A faculty member whose probationary period has been extended will nevertheless be entitled, if he or she wishes, to be considered for tenure as if there had not been an extension.

**SECTION 9.5 EXPECTATIONS CONCERNING SCHOLARLY PRODUCTIVITY**

A faculty member’s taking of a paid parental leave or an extension of the probationary period as provided in this chapter will not change the expectations for scholarly productivity on account of the leave or extension.

**SECTION 9.6 COORDINATION AND CONDITIONS OF PAID PARENTAL LEAVE**

Paid parental leave is to be fully coordinated with other leave and benefit provisions, so as to avoid duplication. Accordingly, paid parental leave will run concurrently with any leave provided by law in connection with the birth or adoption of a child. Similarly, when a faculty member is eligible to receive maternity-related disability benefits or paid family leave benefits while on leave connected with the birth or adoption of a child, the paid parental leave will run concurrently to and supplement the benefits that the individual would be entitled to receive, so as to equal full pay for up to six weeks. For any of these leave benefits to be utilized, the faculty member must be placed on official FMLA (Family Medical Leave Act) leave with Workforce Management.

Paid parental leave is not convertible to a cash benefit under any circumstance.