Chapter 9 is a new chapter that includes material that is currently in Part IV Faculty Salaries and Benefits. It addresses the following topics: paid parental leave, childcare responsibilities for probationary tenure-track faculty, length of probationary period, expectations of scholarly productivity, and coordination and conditions of paid parental leave.

The chapter opens with a paragraph underlining the importance of assisting faculty in meeting the demands of childbearing and childrearing. The next section defines key terms.

**Highlights**

**Revisions**

1. Full-time faculty members will be granted a six-week leave of absence from all duties following the birth or adoption of a child **within six months of the birth of the child**. This revision addresses the ambiguity of cases in which childbirth or adoption occurs between semesters.
2. Faculty in the Medical School are only granted six weeks leave and must negotiate their teaching assignments with the Department Chair/Dean.
3. Family emergencies/responsibilities are now addressed, either through half-time leave up to a maximum of one year or a reduced teaching and service lead for up to a maximum of one year without reduction in pay.
4. Tenure-track faculty who are the primary caregiver or a newly born or newly adopted child shall be entitled—at his or her own discretion—to extend the probationary period up to one year. In addition, a faculty member can request up to one extra year to accommodate family emergencies/responsibilities, subject to the approval of the dean and the Provost. Faculty members may thus have up to two years added to the probationary period. Special approvals by the Provost is required for more than extending the probationary period by more than two years.

**Deleted:**

1. requirement that faculty member notify the Department Chair/Dean no less than 4 months prior to birth and that leave will not apply to non-classroom duties.
2. If a faculty member's 6-week parental leave occurs at such time that there would be significant overlap between that leave and an academic term in which he or she would otherwise have classroom responsibilities, the faculty member should request and be granted from the Department Chair/Dean special relief from such responsibilities during that term.
3. The special relief, which would carry full pay, will not apply to non-classroom duties which should be performed as usual. In most cases, significant overlap would be defined as four weeks or more of the term.
4. The revised version makes reference to the FMLA in the final section by requiring that any of the leaves require the faculty member be placed on official FMLA (Family Medical Leave At) leave with Human Resources.
5. Under Family and Medical leave (p. 127), the current handbook outlines what is meant by “serious health condition.”
6. The section, “Notification,” requiring the faculty to provide his or her Dean/Chair with 30 days written notice is deleted. However, any unpaid leave or part-time leave must be approved by the Provost.
7. Requirement that faculty member provide certification for own illness or that of a family member.
8. References to “personal leave” have been eliminated and are included in Chapter 3 of the new Handbook.

Additions
1. The section on Family and Medical Leave has been revised to Family Responsibilities. Full-time faculty are no longer required to have worked a full year for Tulane.
2. Faculty were previously allowed up to one semester of unpaid leave for family medical leave. Now, faculty can request (to the dean/Provost) one of the following: (1) part-time leave with reduced work at proportionate compensation for up to two years; (2) unpaid leave, up to one year, to run concurrent with any leave provided by law; or (3) modified responsibilities with proportionate pay, up to two years, where faculty is given special consideration as to assignments.
3. In the case of family emergencies, the revision now includes a section that allows probationary faculty members to request a half-time leave, with half-time duties at half pay, up to a maximum of one year OR a reduced teaching and service load for up to a maximum of one year with or without reduction in pay as approved by Chair/dean and subject to final approval by Provost.
4. The revised version contains a section on “coordination and conditions of paid parental leave” that ensure the paid leave will not be in addition to those leaves provided by law. NB: For any of these leave benefits to be utilized, the faculty member must be placed on official FMLA (Family Medical Leave Act) leave with Human Resources.