

Proposed Revision to *Faculty Handbook*
Chapter 12, page 2

OTHER BENEFITS

~~Paid Parental and Maternity Leave for Full-time Faculty~~

~~Paid parental leave is time off from work for the birth or adoption of a child, or the assignment of a foster child. Full-time faculty members who have been with at the University for at least six months will be entitled to eligible for eight weeks paid parental leave (or 16 weeks at half pay), upon birth or adoption of a child, or the assignment of a foster child. Parental leave will begin upon birth or adoption of a child, or the placement of the child. Leave for a full-time faculty member incapacitated due to pregnancy or childbirth may commence prior to birth of the child.~~

Because parental leave is foreseeable, faculty must ordinarily provide at least 30 days advance notice, and must ~~arrange details of the leave with his or her department and dean, seek the concurrence of the dean and department regarding such logistics as course coverage, supervising majors, and committee assignments, as well as approval by the provost and vice president for academic affairs. When the leave allows for advance planning, the curricular obligations of the faculty member on leave should be accommodated by creative scheduling such as team teaching, rescheduling classes, course load adjustment, or cancellation of classes. Faculty may address appeals of these decisions to the University Conciliation Committee. When curricular responsibilities remain after all of the options listed above are utilized, part-time faculty may be hired to cover those responsibilities. Future course reductions for departmental colleagues who take on a significant portion of the teaching duties of the faculty member should also be considered.~~

~~Paid parental leave will begin at such time as may be determined by the University and the full-time faculty member. Such leave must commence and conclude within a 12-month period beginning with the first day leave is used. Paid parental or maternity leave will run concurrent with FMLA Family Medical Leave Act (FMLA) leave entitlement if the faculty member is entitled to FMLA leave.~~

~~Upon completing and submitting to the Office of the Provost the Parental Extension Form, a tenure track faculty member who becomes the parent of a child (either by birth or adoption), shall be eligible for an automatic one-year extension of the probationary period for tenure. This automatic extension, however, may be waived if the faculty member so desires and so indicates by selecting the appropriate block on the Parental Extension form.~~

~~No more than two extension requests will be granted; however, the second extension request (for the birth or adoption of a subsequent child) must be submitted in writing to the Office of the Provost. Such request will not be automatically granted but rather is subject to approval of the Provost.~~