Faculty Childcare Leave Policy

I. Faculty Childcare Leave Policy Applicable to Faculty Members on Appointments Longer Than Nine Months

Following childbirth or adoption, a faculty member who will be the child’s primary caregiver (see III.B below) during the leave period will receive full salary and benefits during a period of relief from University duties (including teaching, patient care, research, advising, and committee work) of six weeks (the “paid-leave period”). The faculty member may elect to extend the leave as an unpaid leave under applicable law. In unusual circumstances (see III.F below), the faculty member’s Dean or comparable administrator, with the consent of the Provost, may extend the paid-leave period.

II. Faculty Childcare Leave Policy Applicable to Faculty Members on Nine-Month Appointments

Following childbirth or adoption, a faculty member who will be the child’s primary caregiver (see III.B below) during the leave period will receive full salary and benefits during a period of relief from University duties (including teaching, patient care, research, advising, and committee work) of six weeks (the “paid-leave period”). The faculty member will be granted considerable latitude in selecting the paid leave period but must consult with his/her Department Chairperson or School Director (where applicable), Dean, or comparable administrator in order to reconcile the faculty member’s preferences with unit needs. This paid-leave period may cross academic semesters. In unusual circumstances (see III.F below), the faculty member’s Dean or comparable administrator, with the consent of the Provost, may extend the paid-leave period.

III. Additional Definitions and Operating Rules of the Policy

A. Outside the leave period, the faculty member (subject to an election to extend the leave as an unpaid leave under applicable law) will be expected either to resume his/her normally assigned duties or, for a time, to assume reduced duties as compatible with the faculty member’s particular situation and as designated by the individual’s Chairperson or School Director (where applicable) and approved by the person’s Dean or comparable administrator.

B. Ordinarily, a child’s birth mother will be designated the primary caregiver. In cases of adoption, or in other cases where the birth mother is not functioning as the primary caregiver, a spouse or domestic partner may be so designated. Unless an alternative designation is made, the birth parent or mother, in the case of adoption, is deemed the primary caregiver.
C. For purposes of this policy, a domestic partnership is defined as two individuals who share living arrangements and responsibility for the care of one or more children.

D. Any childcare leave must be coordinated with other customary leaves for temporary disabilities under the University’s Implementation of Family Medical Leave Act provisions.

E. Adoption of very young children (newborn through age 2) is automatically covered under this policy. The policy’s applicability to adoptions of older children will be handled on a case-by-case basis; in these instances, the faculty member may apply for paid childcare leave to the Provost, via the petitioner’s Chairperson or School Director (where applicable) and Dean or comparable administrator, who must attach recommendations.

F. Circumstances such as multiple births and/or severe newborn health problems might necessitate more than the minimum six weeks of paid leave and, possibly, paid leave for both parents or domestic partners as primary caregivers.

Approved 5/23/06