



MEMORANDUM

To: All Faculty

From: Kenneth G. Furton, Ph.D., Provost and Executive Vice President

Date: December 7, 2018

Re: Faculty Parental Leave Clarification

Academic leaders and faculty have asked for clarification regarding the procedures to be followed for parental leave when a faculty member volunteers to work during the leave. The University parental leave policy is designed to allow a faculty member to be with a newborn or a child placed in the home pending adoption. The University encourages the faculty member to take advantage of the twenty-six (26) weeks of paid leave provided in the UFF-BOT collective bargaining agreement to take care of the child.

Faculty members on parental leave cannot be required to participate in any faculty duties during that leave. In fact, tenure-earning faculty may officially request "time off the tenure clock" during a parental leave as outlined in the Tenure Clock Extensions memo dated December 5, 2016 (which is attached).

However, those faculty members who wish to voluntarily work during the parental leave may do so if able to fully participate. Some examples include attending department staff meetings, participating on search and screen committees, attending conferences, and mentoring doctoral students. It is recommended that the faculty member discuss with his/her Chairperson what duties he/she plans to continue which should be memorialized in writing for clarity.