

NYU:

In order to provide relief to faculty members faced with the additional demands of being the primary care-giver to a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care, New York University's workload relief policy grants one (1) semester of workload relief from classroom teaching and administrative committee work or two (2) semesters of half relief from such duties based on the individual's normal yearly workload at full salary. Workload relief is not considered a leave as faculty members are expected to make themselves available to the extent reasonable and practicable for their customary responsibilities of research, student consultation and advising.

Stanford:

3.5.B Reduced Teaching and Clinical Duties for New Parents

This policy is intended to provide faculty who become new parents with additional flexibility in their work schedule at the time of the birth or adoption of the child. To that end, a faculty member who gives birth may request a reduced teaching load during the quarter of the birth and/or in the subsequent quarter, if these are quarters in which she is normally expected to teach. Similarly, faculty who become fathers or adopt a child no older than five years of age may request a reduced teaching load during the quarter of the arrival of the child or in the subsequent quarter, if these are quarters in which they are expected to teach. During these quarters, the expectation is that faculty will remain on full salary and, except during pregnancy disability leave (if applicable), that they will continue to carry a full complement of professorial activities other than classroom teaching, such as research and scholarship, graduate and undergraduate student advising, committee work, etc. If the faculty member wishes to return to classroom teaching sooner, he or she may do so, but this should be a free choice on his or her part.

For most faculty in clinical departments in the School of Medicine, the closest analogy to classroom teaching with respect to time and effort is clinical service. A faculty member who gives birth may request to be excused from clinical responsibilities (as well as classroom teaching, if any) for 90 days following the end of her pregnancy disability leave. (During pregnancy disability leave, the faculty member is not on duty at all; as noted above, the period of pregnancy disability leave may be up to four months.) New fathers and adoptive parents may request to be excused from clinical duties (as well as classroom teaching, if any) for 90 days immediately following the arrival of the child. During these 90 days, the expectation is that faculty will remain on full salary and that they will continue to carry a full complement of professorial activities, other than clinical duties (and classroom teaching, if any), such as research and scholarship, advising, committee work, etc. If the faculty member wishes to return to clinical responsibilities (or classroom teaching, if any) sooner, he or she may do so, but this should be a free choice on his or her part. If advanced planning efforts of the faculty member and department indicate the need temporarily to hire a physician to provide clinical coverage, funds for this purpose will be provided by the Practice Plan. A justification of request for such funds will be required.

Eligibility under this policy is different from (and more limited than) eligibility under the policies for new parent tenure clock and appointment extensions. This reduced teaching and clinical duties policy is not intended for parents whose newborn or newly adopted child is cared for more than half-time by either a spouse/partner or a childcare provider. A faculty member using this policy would normally be the sole caregiver for at least twenty hours during the work week during the hours from 8 a.m. to 7 p.m., Monday through Friday. To apply for this policy, faculty should complete the form entitled "[Application for Reduced Teaching or Clinical Duties for New Faculty Parents.](#)"

University of North Carolina at Chapel Hill:

(c) In addition, for parental purposes,¹³ each faculty member covered under this Section II who functions as the primary caregiver¹⁴ for a child and who carries teaching responsibilities shall, upon

his/her request, be granted a full semester of leave within twelve months of the birth or adoption of the child. Each faculty member covered under this Section II who functions as the primary caregiver for a child and who does not carry teaching responsibilities shall, upon his/her request, be granted up to fifteen weeks of leave within twelve months of the birth or adoption of the child. Such leave shall be paid leave to the extent the faculty member has not previously drawn on the sixty days of paid leave allotted under Section II(b). Such leave shall also be paid leave to the extent the faculty member elects to use his/her accrued sick leave and vacation leave.

MIT:

7.5.3 Faculty Teaching Relief

Faculty members, regardless of gender, who wish to spend the majority of their academic time on the care of and responsibility for a newborn child or a child newly placed with them for adoption or foster care will be released from teaching and administrative duties for one semester at full pay, but they will continue to be expected to fulfill their thesis-advising responsibilities and sustain their research program.

Institute rules on outside professional activities for full-time faculty will remain in force for those on such release. Also, it is expected that, normally, they will not increase their usual outside professional activities.

Faculty members can take advantage of this policy in any term they choose within one year after the arrival of a child. Those seeking such release should notify their department heads in writing that they will spend the majority of their academic time on the care of the child over the period of the release. Such notification must be made as far in advance of the leave as possible (normally one semester's notification is required) so that steps can be taken to cover the faculty member's teaching obligations.

Yale:

3. Teaching Relief for Child Rearing for Ladder Faculty

A full-time member of the ladder faculty who bears a child or adopts a child under the age of six or whose spouse or civil union partner bears a child or adopts a child under the age of six will be relieved of teaching duties, without loss of salary or benefits, for the whole of an academic semester occurring within the first year after the birth or adoption, for the purpose of the child's care. Any other administrative and departmental responsibilities should be consistent with the purpose of the teaching relief. To qualify for this relief the faculty member must be a primary caregiver throughout the period of relief: caring for the child during normal working hours, while the other parent, if any, is employed at least half time. Should both parents be full-time members of the Yale ladder faculty they may choose to divide the relief, each being granted one semester of relief from one half of the teaching responsibilities. Alternatively, one parent could elect relief from one half of the teaching responsibilities for two semesters. Should one parent be a full-time member of the ladder faculty and the other a full-time member of the research or non-ladder teaching faculty with a multi-year appointment, they may choose to divide the leave or relief from teaching as applicable to their respective appointments. Fully-paid teaching relief is available only once for each birth event or adoption. Teaching relief for child rearing is not considered a leave of absence. See [D.7](#), below for policies regarding the effect of the teaching relief on terms of appointment and time in rank, and see [Section XXI.E](#) below for policies regarding short-term medical disability.

Princeton:

Workload Relief for New Parents

Upon request, professorial faculty members and senior lecturers who have primary responsibility for the care of a newborn infant or newly-adopted pre-school child are granted one semester of full workload relief from classroom teaching and administrative committee work, or two semesters of half relief from such duties (at full pay) per child during the first year after the child joins the family. New faculty members who have an infant under one year of age or who have adopted a pre-school child within the past year are also eligible for workload relief during the first semester or first year of their Princeton appointment, depending on the child's date of birth or adoption. The faculty member must be the sole caregiver of the child for at least 20 hours between 8:00 a.m. and 7:00 p.m. Monday-Friday. The faculty member's responsibilities for research, student consultation, and graduate student advising remain unchanged. A faculty member who wants to request workload relief as a new parent should inform his or her department chair in writing, describing his/her responsibility for the care of the child; this is normally done at least three months before the start of the workload relief. The department chair will notify the Dean of the Faculty.

Harvard:

2. Teaching Relief

School policies should provide that an eligible faculty member who assumes substantial and sustained responsibility for the care of a newborn or newly adopted child is entitled automatically to paid relief from classroom duties for a full load during one semester/term. Where feasible, Schools may offer as an alternative paid teaching relief for a half load for two semesters/terms. Where this alternative is available, the choice of one full semester/term or two half semesters/terms of teaching relief is to be made by the faculty member. The teaching relief will normally begin during the semester/term of the birth or adoption, and should be completed within one year after the teaching relief begins. A faculty member on teaching relief would be expected to continue with research and advising students for whom the faculty member has a pre-existing obligation.

A faculty member using this policy would normally be the sole caregiver for at least twenty hours during the work week during the hours from 8 a.m. to 7 p.m., Monday through Friday. This policy is not intended for parents whose newborn or newly adopted child is cared for more than half time by either a spouse/partner and/or a childcare provider.

University of Michigan:

6.D.2 Modified Duties for New Parents

To provide time to adjust to the demands of parenting newly born or adopted children, Standard Practice Guide [201.93 Modified Duties for New Parents](#) entitles professorial faculty members who meet the criteria described below, upon request, to a period of modified duties without a reduction in salary:

- Gives birth to a child, or becomes a parent of a newly born or adopted child (or children in the case of a multiple birth or adoption of more than one child simultaneously) under the age of six,

- Takes significant and sustained care-giving responsibility for the child (or children) during the period for which modified duties are requested as a single parent or, where there are two parents, that is at least as time-consuming as the care-giving responsibility of the faculty member's spouse or partner, and
- Begins the period of modified duties within twelve months of the date of the relevant birth or adoption.

The relevant dean (or his or her designate), in consultation with the eligible faculty member, will determine the ways in which the faculty member's duties will be modified. At a minimum the relevant school or college will make arrangements that relieve the faculty member from direct teaching responsibilities for the period of modified duties. For faculty members with significant direct clinical responsibilities or limited teaching obligations, other modifications will be provided appropriate to their circumstances. Faculty on modified duties status will typically be expected to fulfill their other professional responsibilities during the period of modified duties, including those responsibilities for which the faculty member is uniquely qualified, such as advising doctoral candidates. The relevant dean or department chair is responsible for making the necessary teaching arrangements (e.g., for replacement teaching during the period of modified duties or replacement clinical services).

Eligible faculty members may take one term of modified duties for each birth or adoption that adds a child or children to his or her family. If both parents are employed in an eligible position at the University, each of them may take a period of modified duties for each birth or adoption that adds a child or children to their family if both of them meet the other eligibility criteria. See also procedures www.umich.edu/~hrra/procedures/spg201-93.htm.

Rutgers:

Resources for pregnancy and parental leave for TAs/GAs and full-time faculty. Rutgers offers paid leave of up to eight weeks for a parent to have parental leave after the child is born or when a child is adopted, regardless of gender, marital status/domestic partnership, or sexual orientation. Additionally, the birth mother receives six to eight weeks of paid recuperative leave. The Family Leave Policy can be found [here](#). Here are links to Rutgers HR [FAQ](#) on Maternity Leave, and the Rutgers HR [TA/GA Benefit Guide](#). For more information, contact University Human Resources Benefits Specialist at 848-932-3990 or an [HR Consultant](#) at 848-932-3020.

University of Pittsburgh:

Category A: Faculty member is entitled to both medical leave and parental leave (i.e. birth mothers when child is born during academic year):

- Faculty member is entitled to paid medical leave as recommended by doctor (e.g. 6 weeks for uncomplicated birth), plus 4 weeks of paid parental leave. This is a total of 10-12 weeks of paid leave, for an uncomplicated pregnancy. In Arts and Sciences, this will be implemented as one term with no teaching responsibilities.
- Leave must be taken within 1 year of birth of child.
- Academic year in which birth takes place will not normally count toward mandatory tenure review. The faculty member desiring this option must submit a written statement to the department chair or dean within the academic year in which the birth occurs.

Category B: Faculty member is entitled to parental leave only (i.e. non-birth mothers, birth mothers when child is born during the summer, and partners):

- Faculty member is entitled to 4 weeks of paid parental leave. In Arts and Sciences this will be implemented as a one course reduction on a standard two course per term teaching load.
- Primary care giver (provides at least 50% of child care) may also
 - request buy out of one additional course at the standard A&S rate or
 - arrange with department chair for modified duties for one term
- Leave and/or modified duties must take place within 1 year of birth or adoption of child.
- Academic year in which birth takes place will not normally count toward mandatory tenure review. The faculty member desiring this option must submit a written statement to the department chair or dean within the academic year in which the birth or adoption occur