

Provost &  
Executive Vice Chancellor for Academic Affairs

May 16, 2018

Association of Women Faculty  
Washington University in St. Louis

Dear Dr. Maffly-Kipp and members of the Association of Women Faculty:

Thank you for your thoughtful suggestions for improving our policies and procedures so that they are more family friendly. I am writing to inform you about the implementation of several of your recommendations over the past months as well as our steps towards reviewing and implementing the remaining recommendations discussed in your letter.

This semester, we have worked alongside the new Full-Time Non-Tenure Track Association to consolidate the former parental leave policies. An updated, consolidated [parental leave policy](#) for all full-time faculty on the Danforth campus was approved by the Faculty Senate Council in March of 2018.

This policy:

- grants eligibility to both parents for full parental leave
- extends the probationary period to one year for each parental leave taken for pre-tenured faculty
- grants a full semester of paid leave to all full-time non-tenure track faculty
- emphasizes that Deans and Department Chairs may provide additional leave

In my next meeting with the Deans in August, I will encourage them to communicate to their department chairs:

- the expectation that those on parental leave receive a **full** release from teaching, research, scholarship, and governance
- that external faculty reviewers should be informed of the precise number of years the candidate has been on the tenure track so as to avoid false assumptions

Moving forward, we will investigate options to expand the Nursery School as well as its hours, recognizing the disproportionate burden these limited hours place on dual-working households and single parents.

Lactation rooms have been included in all recent construction efforts (including in the Summers Recreation Center and the Olin Library) and will be included in several buildings in the new East End project. The Facilities Planning & Management team is currently working on a formalized

policy on the inclusion of nursing rooms in current and future construction efforts, similar to the policy that currently exists at the School of Medicine.

Thank you again for your suggestions and we will keep you informed as we continue to make progress on these important family friendly initiatives.

Sincerely,

  
Holden Thorp  
Provost

cc: Adrienne Davis

Thank you for your advocacy!