

## **Danforth Campus Policy on Parental Leave for Full-Time Faculty**

*Revised March, 2018*

When a full-time faculty member, or that faculty member's spouse or domestic partner, becomes the parent of a child by childbirth or adoption, the faculty member shall, upon written request to his or her Department Chair or Dean, be eligible for a paid parental leave of 15 consecutive weeks. A faculty member and his or her spouse or domestic partner may both be eligible for parental leave under this policy.

In order to facilitate coverage of work duties, the faculty member must provide reasonable advance notice of the need for leave. Parental leave must be completed within the first year of the child's birth or adoption.

A faculty member on parental leave will receive the same base salary (exclusive of stipends and additional administrative pay) and benefits that s/he would have received if not on leave. The faculty member will be relieved of his or her job responsibilities during the leave, although s/he may engage in work-related duties if desired.

For faculty members in their tenure probationary period, time spent on parental leave under this policy shall not count toward the probationary period. To avoid the administrative difficulties that may result from deviations from the ordinary tenure review schedule, the tenure clock may be paused for up to one year. The timing of any intermediate or major reviews during the probationary period also may be adjusted as appropriate and consistent with the revised tenure review schedule.

To the extent that the circumstances giving rise to leave under this policy also qualify the faculty member for leave under the Family and Medical Leave Act, the leaves will run concurrently. This policy does not preclude a Department Chair or Dean from providing additional, unpaid leave consistent with other University policies.