

Summaries and policy links of ACSP member school family leave policies

Alabama Agricultural & Mechanical University

Family and medical leave: Unpaid leave not to exceed six months for birth or adoption, serious personal illness, or serious illness in faculty member's immediate family.

Policy link: http://www.aamu.edu/human_resources/forms.aspx, under Faculty/Administrative Staff Handbook

Arizona State University

Arizona State University posts the table of contents of the Academic Affairs Manual online, but policy-specific information does not appear to be accessible.

Policy link: <http://www.asu.edu/aad/manuals/acd/index.html#700>

Auburn University

Family and medical leave: In a 12-month period, a faculty member may take up to 12 weeks of unpaid, job-protected leave to care for a child after birth, or placement for adoption or foster care; to care for a spouse, son, daughter, or parent with a serious health condition; for a personal serious health condition; or if a spouse, son, daughter, or parent is on active duty in the Armed Forces. A faculty member may take up to 26 weeks of unpaid leave to take care of a spouse, son, daughter, parent, or next of kin who is a member of the Armed Forces and undergoing medical treatment, recuperation, therapy, or is on the temporary disability retired list. The faculty member must use any accrued sick or leave concurrently during the 12-week period.

Tenure clock: Tenure clock can be stopped for time taken on unpaid leave.

Policy link: http://www.auburn.edu/administration/human_resources/manual/sect05.htm

Ball State University

Childcare leave: Unpaid leave taken by either parent in order to care for a newborn child. Pregnancy leave and/or childcare leave combined will be granted for a period not to exceed six months.

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, registered domestic partner, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, registered domestic partner, son, daughter, parent, or next of kin of the service member.

Maternity leave: Paid leave for time for recovery from childbirth. Employee will use accrued sick leave effective with beginning date of leave; employee may take earned vacation days contiguous to paid sick leave days.

Pregnancy leave: Faculty member may take unpaid leave for any time off before the date her medical provider says she needs to stop working.

Tenure clock: A faculty member may request that particular years (usually not exceeding two years) not be counted as tenure-creditable years, including: years faculty member is seriously ill; years faculty member is primary caregiver for son/stepson or daughter/stepdaughter; years faculty member is principal caregiver for a family member who is seriously ill.

Policy link: <http://www.bsu.edu/hrs/handbooks/>, under Faculty and Professional Personnel Handbook

Boston University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, registered domestic partner, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, registered domestic partner, son, daughter, parent, or next of kin of the service member.

Maternity leave: University will cover on-campus responsibilities, especially teaching and academic advising, for up to three months. Normal salary will continue during this period. Department Chair is responsible for reassigning teaching duties.

Policy links: <http://www.bu.edu/handbook/leaves-absences/family-and-medical-leave-policies/>; <http://www.bu.edu/handbook/leaves-absences/maternity-leave/>

California State Polytechnic University, Pomona

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, registered domestic partner, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, registered domestic partner, son, daughter, parent, or next of kin of the service member.

Policy link: http://www.calstate.edu/HRAAdm/Policies/family_medical_leave.shtml

California State Polytechnic University, San Luis Obispo

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, registered domestic partner, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, registered domestic partner, son, daughter, parent, or next of kin of the service member.

In the case of a birth of a child, unpaid family leave should run concurrently with the 30 days of paid parental leave (see below). Faculty must take accrued paid sick and vacation days in conjunction with unpaid family leave.

Parental leave: Tenured faculty may take up to 12 months of unpaid parental leave. All faculty members receive 30 days of paid leave for birth of a child.

Policy links: <http://www.afd.calpoly.edu/hr/fml.asp?pid=5>;
<http://www.afd.calpoly.edu/hr/maternity.asp?pid=5>

California State University, Northridge

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, registered domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, registered domestic partner, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, registered domestic partner, son, daughter, parent, or next of kin of the service member.

Parental leave: Thirty days of paid leave for birth or adoption of a child, or placement of a foster child.

Policy links: http://www-admn.csun.edu/ohrs/benefits/programs/csu_fml.htm;
http://www-admn.csun.edu/ohrs/benefits/programs/military_family_leave.htm
<http://www-admn.csun.edu/ohrs/benefits/programs/mpa.htm>

The Catholic University of America

Family and medical leave: Under District of Columbia law, faculty is entitled to up to 16 weeks unpaid leave in any 24-month period for the birth, adoption, or placement of a child for foster care; placement of a child for whom the employee assumes permanent parental responsibilities; the care of a family member of the employee who has a serious health condition; or care of self during a serious health condition. Under federal law, in a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child;

placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent, or next of kin of the service member.

Parental leave: Faculty may take up to 24 hours of unpaid leave during any 12-month period for the purpose of attending or participating in a school-related events for his or her child.

Policy link: <http://policies.cua.edu/employment/compensation/familymedical.cfm>

Clemson University

Family and medical leave: In any 12-month period, faculty member can take up to 12 weeks of unpaid, job-protected leave for birth, adoption, foster care placement, care of spouse, child or parent, and self care. The employee can use sick or annual leave concurrently during the 12-week period.

Policy link: <http://www.clemson.edu/employment/current.html>, under Holiday & Leave, under FMLA Form

Cleveland State University

Policy not posted online.

Columbia University

Family and medical leave: Columbia University shares a summary of their family leave policy online, but does not appear to share the entire faculty handbook of which the policy is a part. Faculty may take up to 12 weeks of unpaid leave to care for children, spouses, and parents, or dealing with needs arising from a family member being called to active military duty.

Parental leave: Full-time faculty on the Morningside campus can participate in the Parental Workload Relief Program, which provides a paid leave of absence for parents of newborn and newly adopted children.

Tenure clock: Tenure clocks are stopped for a period of time to reflect the need to care for children, and Columbia University also offers a Part-Time Career Appointment for Parents, which slows their tenure clock while permitting them to perform less than their normal full-time responsibilities.

Policy link: <http://www.columbia.edu/cu/vpaa/handbook/benefits.html>

Cornell University

Family and medical leave: In any 12-month period, faculty member can take up to 12 weeks of unpaid, job-protected leave for birth, adoption, foster care placement, care of spouse, child or parent, and self care. The eight weeks of paid short-term medical leave

for birth parents (see below) counts toward the 12-week unpaid leave limit. Vacation, for those in appointments that accrue it, may be used to receive pay supplementing unpaid family and medical leave, or adjacent to other forms of leave.

Parental leave: The birth parent may take eight weeks of short-term medical leave at full salary. In addition, for primary or co-equal caregivers, for birth or for adoption (child under 5 years) or foster-care placement (child under 5 years), caregivers may receive the following accommodations:

- Tenure clock: for a parent of a newborn or during an adopted or foster child's first year in the home, Cornell will provide on notification an automatic extension of the tenure clock for two semesters.
- Teaching: One semester of partial relief with full pay, during the first or a contiguous semester.
- Advising and research: continue as normal after medically required leave.

In addition, the City and Regional Planning Department offers a departmental one-course reduction for the non-birth parent.

Special needs children care and elder care leave: Same as parental leave policy, except that a tenure clock extension is available upon request (not automatically)

Policy link:

<http://www.dfa.cornell.edu/dfa/treasurer/policyoffice/policies/volumes/humanresources/leaves.cfm>

East Carolina University

Family leave: Faculty may elect to request a paid leave of absence for up to 15 calendar weeks in a 12-month period for: personal care for a medically verifiable illness or disability, with proper medical documentation; care for an immediate family member with a medically documented, verifiable illness; to cover the birth of a child and to care for the newborn child after birth, or for temporary disability connected with childbearing and recovery; or for placement of or to care for a child placed with the employee for adoption or foster care. If the situation requires an absence from faculty duties in excess of the 15 calendar weeks, the faculty member may elect to petition for an extension of paid leave or for a leave of absence without pay. The leave can be with salary or without salary, depending on the type of leave and the advance approval for the leave of absence.

Policy link: <http://www.ecu.edu/cs-acad/fsonline/customcf/facultymanual/part6/part6.htm>

Eastern Michigan University

The Academic Human Resources department (<http://www.emich.edu/ahr/index.html>) has information on faculty family leave, but the policy link (http://www.emich.edu/hr/hrforms/Forms/fmla/fmla_guidelines_2009.pdf) does not work at the time of this writing.

Eastern Washington University

Family and medical leave: In any 12-month period, faculty member can take up to 12 weeks of unpaid, job-protected leave for birth, adoption, foster care placement, care of spouse, child or parent, and self care.

Policy link: <http://access.ewu.edu/HRRR/Human-Resource-Services/Forms-and-Docs.xml>, under Family Medical Leave Act - Employee Rights and Responsibilities.

Florida Atlantic University

Family and medical leave: In a 12-month period, faculty member may take up to 12 weeks of unpaid, job-protected leave to care for a child after birth, or placement for adoption or foster care; to care for a spouse, son, daughter, or parent with a serious health condition; for a personal serious health condition; or if a spouse, son, daughter, parent or next of kin is on active duty in the Armed Forces. In addition, faculty member may take up to a total of 26 workweeks of unpaid leave to care for the employee's spouse, son, daughter, parent, or next of kin who is a member of the Armed Forces and undergoing medical treatment, recuperation, therapy, or is on the temporary disability retired list.

Parental leave: Employees have up to six months unpaid parental leave when the employee becomes a biological or adoptive parent. Employees may use up to six weeks of paid sick leave for the period of leave immediately following the birth of a child. Parental leave beyond the six week period may be covered by other accrued paid leave or remain a period of unpaid leave. This leave must be completed no more than six months from the date of the child's birth or adoption.

Policy link: <http://wise.fau.edu/hr/EmpRelations/Policies.php#extended>

Florida State University

Family and medical leave: Up to 12 weeks unpaid/paid leave during a 12-month period for the birth and care of a newborn child of the employee or for placement with the employee of a child for adoption or foster care; to care for an immediate family member with a serious health condition; or to take medical leave when the employee is unable to work because of a serious health condition. Faculty may use paid leave or intermittent leave with the approval of their supervisor; otherwise, the leave will be leave without pay. Immediate family is defined as the spouse, parents, grandparents, brothers, sisters, children and grandchildren of both the faculty member and the spouse and dependants living in the household.

Parental leave: A faculty member have an unpaid parental leave of absence not to exceed six months when the faculty member becomes a biological parent, adopts a child, or a child is placed in the faculty member's home pending adoption. Faculty members may use paid sick leave for up to six weeks after the arrival of child or may use paid annual leave, if applicable. After the end of the parental leave, if requested, a faculty member may receive part-time leave without pay for up to a year.

In addition to the unpaid leave described above, faculty members in certain circumstances (covered by the BOT-UFF collective bargaining agreement and E&G funded) are granted, upon written request, a paid parental leave for up to six months when the faculty member becomes a biological parent or a child is placed in the faculty member's home per adoption. Paid parental leave can only be taken once during a faculty member's career at the University. Two or more faculty members employed by the University are not eligible to receive simultaneous paid parental leave for the same birth or adoption.

Policy link: <http://facultyhandbook.fsu.edu/section4.html#s19k> for the general policy; See pages 52-55 for leave information in collective bargaining agreement <http://www.hr.fsu.edu/PDF/Publications/elro/UFF%20FSUS%20Bargaining%20Agreement.pdf>.

Georgia Institute of Technology

Family and medical leave: Up to 12 weeks of unpaid, job-protected leave for birth, adoption, foster care placement, care of spouse, child or parent, and self care in one 12-month period.

Tenure clock: No automatic stoppage, but may be granted under certain circumstances, including personal illness, childbirth, adoption of a child less than six years old, or other significant obligations to a member of the family or the household.

Policy link: <http://www.academic.gatech.edu/handbook/>

Harvard University

Family and medical leave: Up to 12 weeks unpaid/paid leave during a 12-month period for the birth and care of a newborn child of the employee or for placement with the employee of a child for adoption or foster care; to care for an immediate family member with a serious health condition; or to take medical leave when the employee is unable to work because of a serious health condition.

In addition, any member of the tenured or junior faculty suffering from any temporary physical or mental impairment of health, including complications of pregnancy or childbirth, which prevents the fulfillment of normal duties may be entitled to paid medical leave of absence of up to six months.

Maternity leave: Faculty may receive a paid eight-week leave from instruction and administrative responsibilities for pregnancy and childbirth. Alternatively, a program of relief from instruction, while maintaining advising and administrative responsibilities, can be tailored on an individual basis. This might include a release from teaching for one term or a reduction in teaching load over the academic year.

If complications of pregnancy and childbirth should occur, such that the individual cannot fulfill her normal duties, she is ordinarily entitled to a paid medical leave of

absence of up to six months. The maximum amount of paid leave for both medical and maternity leave combined is six months.

Parental Leave: Faculty (both female and male) who will assume primary care responsibilities for a newborn or newly adopted child may be granted leave under the same conditions as maternity leave described above.

Part-time option for primary caregivers of children and elderly: Faculty who have full-time appointments and who are the primary caregivers for children or for sick or disabled parents have the option of reducing their work time to no less than .50 FTE for up to a maximum of two years. Salary and benefits will be adjusted proportionately, as will the term of appointment (including time to tenure).

Tenure clock: Extensions are given for medical leaves, or primary child-care responsibility of a newborn or newly adopted child.

Policy link:

http://www.gsd.harvard.edu/academic/faculty_resources/faculty_handbook/chapter_two.html

Hunter College of CUNY

Family leave: Faculty may take up to 12 weeks of unpaid/paid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; or an employee's own serious health condition.

Leave taken for a newborn, adopted or foster child as described herein must be taken all at once. If leave is taken to care for a family member or for his/her own illness, he/she may take the time on an intermittent or reduced-time basis.

For the serious health condition of an employee, which may include a pregnancy-related condition, paid sick leave accruals must be used first, followed by all other available time and leave accruals.

For the birth and care of a newborn, placement with the employee of a child for adoption or foster care, or for care necessitated by the serious health condition of a family member, all available paid time and leave accruals other than sick leave accruals must be charged before unpaid leave may be granted.

Parental leave: A special leave, without pay, shall be granted to members of the instructional staff for the purpose of caring for a newborn. Duration of the leave shall ordinarily be for one full semester. However, an extension of such a leave may be granted on request for a period not in excess of one year from the end of the original leave.

Policy link: <http://www.hunter.cuny.edu/fda/fda-resources/faculty-handbooks/fulltime-faculty-handbook> and <http://hr.hunter.cuny.edu/policies/fmla.html>

Indiana University of Pennsylvania

Family and medical leave: Faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; or an employee's own serious health condition.

Before, during, or instead of family care leave without pay, employees may use accrued annual, personal, and/or if applicable sick leave provided the leave would qualify as family care leave without pay.

Parental leave: May take up to six months of unpaid leave. At the discretion of the university, at the end of the initial six-month parental leave, an extension of parental leave without pay and without benefits may be granted.

Personal medical leave: Employees may take up to six months of unpaid sick leave. At the end of this leave, the employee, may, at the discretion of the university president, be granted an additional six months of sick leave without pay and without benefits.

Policy link: <http://www.iup.edu/page.aspx?id=41353> under Family and Medical Leave Act; Faculty Notice: Sick Leave; Faculty Notice: Parental Leave; Faculty Notice: Family Care Leave.

Iowa State University

Adoption leave: A newly adoptive parent is entitled to use five days paid sick leave.

Family and medical leave: Faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is a spouse, son, daughter, parent, or next of kin. Faculty will use applicable paid leave benefits (sick leave or vacation leave) concurrently with family leave.

Pregnancy leave: If a faculty member is unable to work because of a disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery, this will be treated as sick leave. If the faculty member has insufficient accumulated sick leave, the faculty member can take a leave of absence without pay.

Policy links: <http://www.hrs.iastate.edu/hrs/node/49> and <http://www.provost.iastate.edu/faculty/handbook/current/section4.html#section-4.5.3>

Jackson State University

Maternity leave: A faculty member may use accrued sick leave for complications related to pregnancy, miscarriage, abortion or childbirth. A faculty member may only take up to 12 months of leave for maternity purposes.

Medical leave: A faculty member may use accrued sick leave for his or her own personal illness.

Policy link: <http://www.jsums.edu/hr/facultyhandbook.htm>

Kansas State University

Family and medical leave: Faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, or parent or next of kin.

Policy link: <http://www.k-state.edu/hr/benefits/fmla.html>

Massachusetts Institute of Technology

Family and medical leave: Faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, same-sex spousal equivalent, child, or parent; or an employee's own serious health condition.

Part-time appointments: Tenured faculty who need time for family care (children, partners, elders) normally may have a reduced time, reduced pay appointment for one semester up to five years (with possible renewal) in order to allow them the time they need for the care of family.

Parental leave: A faculty member who wishes to spend the majority of his or her time on the care of and responsibility for a newborn child or a newly adopted child will be released from teaching and administrative duties for one semester at full pay. Their advising and research responsibilities remain.

Personal leave: In addition to the above conditions for family and medical leave, personal leave may be granted to faculty who face medical, personal, or family crises. Personal leave may exceed 12 weeks and this time (counted on a semester basis) does not count against the tenure clock.

Tenure clock: Women who give birth to one or more children during her tenure probationary period will have that period extended by one year. Adoptive parents, both male and female, and faculty members whose partners have borne a child, may also request such an extension from the Provost.

Policy links: <http://web.mit.edu/facfamily/policies/1parentalSupport.html>, parental leave; <http://web.mit.edu/facfamily/policies/2tenureclock.html>, tenure clock; <http://web.mit.edu/facfamily/policies/3parttime.html>, part-time appointments; <http://web.mit.edu/policies/7/7.5.html#sub2>, 7.52 for other leaves.

Miami University

Family and medical leave: Faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; or an employee's own serious health condition. Faculty must use applicable paid leave benefits (sick leave or vacation leave) concurrently with family leave.

Policy link:

<http://www.units.muohio.edu/prs/Personnel/FMLA%20&%20Medical%20Leave.html>

Michigan State University

Eldercare: Faculty may be able to take sick leave, vacation leave, compensatory leave, or unpaid leave to care for elderly family members. Faculty may also be able to add elderly relatives to their health insurance.

Family and medical leave: Faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, eligible partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent, or next of kin. In certain cases, faculty may take family leave time on a part-time basis.

Policy link: <http://www.hr.msu.edu/benefits/lifechange/birthadopt.htm> for birth, adoption and placement of a foster child;

<http://www.hr.msu.edu/documents/supportstaffpolproc/FMLA.htm> for information about family and medical leave; <http://www.hr.msu.edu/benefits/lifechange/eldercare.htm> for eldercare information

Minnesota State University, Mankato

Family and medical leave: Faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; or an employee's own serious health condition. Faculty member may use accrued sick or vacation time during their family and medical leave. Under some circumstances, leave may be extended for up to a year.

Policy link: <http://www.mnsu.edu/humanres/fmla.html>

Missouri State University

Family and medical leave: Faculty may take up to 12 weeks of unpaid leave for birth of a

child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent, or next of kin.

Policy link: <http://www.missouristate.edu/human/63263.htm>

Note: Missouri State University recently conducted research on work/life issues and made recommendations for policy changes; these documents can be viewed here <http://www.missouristate.edu/worklife/finalreport.htm>

Morgan State University

Family and medical leave: Morgan State University doesn't appear to post their family and medical leave policy online, although there is a PDF of a family and medical leave form that shows up under a search on their general website for "family leave."

New York University

Family and medical leave: Full-time faculty may take up to six months paid leave for illness or disability, subject to approval by their dean. Faculty members may be granted one or more full semesters of leave without pay for compelling personal reasons, such as care of a seriously ill child, parent, spouse, or registered same-sex domestic partner. In addition, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, registered same-sex domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Maternity leave: A birth mother may take up to six weeks of paid leave.

Tenure clock: Tenure clock stoppage may be granted automatically for a maximum of two semesters for a period of primary care giving for a child, a parent, a spouse, or a domestic partner. Tenure clock stoppage may be authorized to a faculty member who is granted one or more full semesters of leave for any one of, or combination of, illness/disability leave, maternity leave, or personal leave.

Workload relief for early childhood care: If a faculty member has a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care, they may take one semester of workload relief from classroom teaching and administrative committee work or two semesters of half relief from such duties based on the individual's normal yearly workload at full salary. Faculty members are expected to make themselves available to the extent reasonable and practicable for their customary responsibilities of research, student consultation and advising.

Policy link: <http://www.nyu.edu/about/policies-guidelines-compliance/policies-and-guidelines/faculty-handbook.html>

Ohio State University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may use accrued vacation or sick time concurrently with the 12 weeks of unpaid leave, and faculty taking parental leave must take parental leave concurrently with the 12 weeks of unpaid leave. After the 12 weeks, faculty may request an extended leave, and use vacation, compensatory, or sick leave during this leave time, depending on circumstances.

Flexible schedule options: Any request to change a schedule must be discussed and approved by a department head. Some possible options include reducing teaching load and increasing research and service commitments; shifting courses to another quarter; or for nine-month employees, shifting the off-duty quarter. It is also possible to retain a tenured track position but reduce the position to part-time.

Parental leave: Six weeks paid parental leave for birth mothers; three weeks paid leave for fathers, domestic partners, and adoptive parents to care or bond with a newborn or newly adopted child. Faculty may take up to 10 days of sick leave during the placement of a new foster child. Faculty can apply for an additional unpaid leave of absence to care for a newborn, newly adopted child, or newly placed foster child.

Tenure clock: Faculty members are guaranteed a tenure clock stoppage of one year per birth or adoption, for up to three births and adoptions. Faculty may also request a tenure clock stoppage for personal illness or care of an ill or seriously injured person.

Policy links: <http://hr.osu.edu/policy/policy627b.pdf> for parental leave; <http://hr.osu.edu/policy/policy605.PDF> for military family medical leave; <http://hr.osu.edu/policy/policy627.pdf> for use of paid sick leave for family and medical leave; <http://hr.osu.edu/worklife/Parentalcareguidebook.pdf> for tenure clock stoppage and flexible schedule options.

Portland State University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, same-sex domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on

active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty members are required to use all sick leave and most of their vacation leave during the 12-week leave period.

Personal leave: Faculty may request an unpaid personal leave.

Policy links: http://www.pdx.edu/hr/family_medical_leave for family and medical leave; http://www.pdx.edu/hr/personal_leave for personal leave.

Pratt Institute

Family and medical leave: Eligible employees may take up to 12 weeks of leave pursuant to the Family and Medical Leave Act for the birth, adoption or foster care placement of a child, to care for a seriously ill child, spouse, or parent, or for the employee's own serious illness. Employees may also be eligible for an extended leave in limited circumstances.

Policy link:

http://www.pratt.edu/about_pratt/institutional_resources/human_resources/benefits/

Rutgers, The State University of New Jersey

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Maternity leave: Pregnancy is treated like other short-term disabilities, so after pregnancy, a faculty member is entitled to up to six weeks of paid leave, or a longer period if the faculty member continues to be disabled.

Parental leave: In addition to the six weeks of maternity leave, parents of both genders are entitled to take up to eight weeks of paid release time from their teaching and service commitments. Under the union contract, the faculty member's department has the right to allow or deny these benefits.

Tenure clock: If leave is taken for a semester, a full year may be added to the tenure clock. A full year may also be taken if a faculty member remains working full time but serves as the primary or co-equal caregiver for a child born the year before the appointment or during the appointment; cares for a family member or a same sex domestic partner who has a serious health condition; or cares for their own serious health condition. No more than two years may be added to the tenure clock for these reasons.

Policy link: <http://www.rutgersaaup.org/misc/Contract2007-2011.pdf>

Saint Louis University

Childcare leave of absence: The faculty handbook references a faculty childcare leave policy, available through the provost's office, but this policy does not appear to be posted online.

Family care leave of absence: A faculty member may take up to a year of unpaid leave in order to take care of family matters; this time will not count toward tenure.

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Personal illness leave of absence: Up to six months of paid leave for personal illness, with up to another six months leave with partial or no pay, depending on extent of leave. Leave time will not be counted toward time until tenure for untenured faculty.

Policy link: http://www.slu.edu/organizations/fs/fac_manual/index.html;

San Diego State University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

A tenured faculty member may take an unpaid leave of absence for up to 12 months for maternity or parental leave or for other family matters.

Maternity leave: A female faculty member may take up to four months of paid disability leave after childbirth.

Policy link: http://fa.sdsu.edu/forms_and_docs.html

San Jose State University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In

addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Parental leave: Paid leave of up to 30 work days, associated with birth of a child or placement of a child with adoption or foster care (gender blind).

Policy links: http://www.sjsu.edu/hr/faculty/leave_benefits/maternity/ for parental leave; http://www.sjsu.edu/hr/faculty/leave_benefits/family/ for family and medical leave.

Savannah State University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Policy link: <http://www.savannahstate.edu/faculty-staff/human-resources/benefits.shtml>

Temple University Ambler College

Policy does not appear to be posted online.

Texas A & M University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may use accrued sick or vacation leave as part of the 12-week leave period.

Parental leave: If the faculty member is not eligible for Family and Medical Leave (because of limited time on the job), they may take up to 12 weeks of unpaid parental leave.

Policy links: <http://employees.tamu.edu/employees/benefits/leave/fmla/Default.aspx>

Texas Southern University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty

may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty can use sick leave for personal illness or that of an immediate family member.

Policy link: <http://facultysenate.tsu.edu/>

Tufts University

Adoption and paternity leave: Faculty may use up to four weeks of accrued sick leave to take time with a newly adopted child or a newborn child. Sick leave may not be used for the placement of a foster child, but vacation leave or personal days can be used.

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, University-registered same-sex domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may use up to 10 sick days annually to care for a family member, and faculty may take a leave of absence up to 26 weeks long.

Maternity leave: During the 12 weeks of Family and Medical Leave that is used for maternity leave, faculty first use accrued sick leave; if they have not accrued enough sick leave to cover the entire 12 weeks, the university will provide pay for the remaining weeks.

Policy link: <http://www.tufts.edu/hr/webcm/docs/handbooks/EmployeeHandbook.pdf>

University at Albany, SUNY

The faculty handbook covers medical and family leave, but the webpage link to the faculty handbook currently does not work.

Policy link: <http://hr.albany.edu/content/prflvreg.asp>

University at Buffalo, SUNY

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Maternity leave: Faculty may use accrued sick leave during times of disability resulting from pregnancy or childbirth. Faculty not suffering from a birth-induced disability may use accrued vacation or personal leave during the remaining weeks of the 12 weeks of Family and Medical Leave.

Parental leave: Faculty may take up to seven months of unpaid leave following birth.

Policy link:

http://hr.buffalo.edu/index.php?module=pagemaster&PAGE_user_op=view_page&PAGE_id=22#fm

The University of Akron

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Accrued sick leave may be used during the 12-week family and medical leave period.

Policy link:

<http://www.uakron.edu/hr/benefits/extended-leave.dot#fmla>

University of Alabama

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. In addition to the 12 weeks, faculty may apply for up an unpaid leave of absence for up to a year.

Maternity leave: Faculty may take up to six months of maternity leave. When a faculty member goes on maternity leave, the department chairperson or dean must make arrangements for the fulfillment of the faculty member's obligations.

Policy link: http://facultyhandbook.ua.edu/?page_id=155

University of Arizona

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may also apply for a leave of absence for personal reasons, for up to a year.

Policy link: http://www.hr.arizona.edu/classified_staff_human_resources_policy_manual

University of California, Berkeley

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty members do not accrue sick leave, but will be granted paid medical leave for personal illness.

Maternity leave: Faculty may take up to six weeks of paid leave (under most conditions) after childbirth for medical recovery; up to four months of unpaid leave may be taken for medical recovery. Childbearing leave will run concurrently with the 12 weeks of Family and Medical Leave.

Parental leave and work reduction: A faculty member may take up to a year of part-time or full-time unpaid leave to care for a newborn, a newly adopted child, or a newly placed foster child. A faculty member responsible for 50 percent or more of the care of a newborn, newly adopted child, or newly placed foster child, may have a period of reduced work responsibility (a time of "active service-modified duties"). Birth mothers are eligible for childbearing leave plus an additional two quarters/semesters of childrearing leave. Other parents are eligible for one quarter/semester of childrearing leave.

Tenure clock: A faculty member responsible for 50 percent or more of childrearing duties may stop the tenure clock for up to one year per birth or placement, for a total of two years in the probationary period.

Policy links:

http://atyourservice.ucop.edu/employees/benefits_changes/leaves_of_absence.html and <http://www.ucop.edu/acadadv/acadpers/apm/sec5-pdf.html>

University of California, Irvine

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty members do not accrue sick leave, but will be granted paid medical leave for personal illness.

Maternity leave: Faculty may take up to six weeks of paid leave (under most conditions) after childbirth for medical recovery; up to four months of unpaid leave may be taken for medical recovery. Childbearing leave will run concurrently with the 12 weeks of Family and Medical Leave.

Parental leave and work reduction: A faculty member may take up to a year of part-time or full-time unpaid leave to care for a newborn, a newly adopted child, or a newly placed foster child. A faculty member responsible for 50 percent or more of the care of a newborn, newly adopted child, or newly placed foster child, may have a period of reduced work responsibility (a time of “active service-modified duties”). Birth mothers are eligible for childbearing leave plus an additional two quarters/semesters of childrearing leave. Other parents are eligible for one quarter/semester of childrearing leave.

Tenure clock: A faculty member responsible for 50 percent or more of childrearing duties may stop the tenure clock for up to one year per birth or placement, for a total of two years in the probationary period.

Policy link: <http://www.ucop.edu/acadadv/acadpers/apm/sec5-pdf.html>

University of California, Los Angeles

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee’s spouse, domestic partner, child, or parent; an employee’s own serious health condition; or a qualifying exigency arising out of the fact that the employee’s spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty members do not accrue sick leave, but will be granted paid medical leave for personal illness.

Maternity leave: Faculty may take up to six weeks of paid leave (under most conditions) after childbirth for medical recovery; up to four months of unpaid leave may be taken for medical recovery. Childbearing leave will run concurrently with the 12 weeks of Family and Medical Leave.

Parental leave and work reduction: A faculty member may take up to a year of part-time or full-time unpaid leave to care for a newborn, a newly adopted child, or a newly placed foster child. A faculty member responsible for 50 percent or more of the care of a newborn, newly adopted child, or newly placed foster child, may have a period of reduced work responsibility (a time of “active service-modified duties”). Birth mothers are eligible for childbearing leave plus an additional two quarters/semesters of childrearing leave. Other parents are eligible for one quarter/semester of childrearing leave.

Tenure clock: A faculty member responsible for 50 percent or more of childrearing duties may stop the tenure clock for up to one year per birth or placement, for a total of two years in the probationary period.

Policy link: <http://www.ucop.edu/acadadv/acadpers/apm/sec5-pdf.html>

University of Cincinnati

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. A combination of paid and unpaid leaves of absence for family and medical reasons also exist, but no details about these policies appear to be online.

Policy link: http://www.uc.edu/hr/benefits/ben_aaup.html

University of Colorado Denver

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Parental leave: Faculty members may use six months of accrued sick leave for a parental leave within 12 months of a birth or adoption. If the faculty member does not have enough accrued sick leave, the remainder of the six months leave may be taken at half pay and full benefits. Instead of taking a leave, the faculty member may also negotiate a reduced workload with their chair.

Tenure clock: Parental leave time does not count toward the tenure clock. In addition, if a primary caregiver does not take parental leave, that faculty member can also choose to have the tenure clock stop for one year.

Policy link: <https://www.cu.edu/content/compensation-and-leave>

University of Delaware

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty

may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Parental leave: Faculty may use their 12 weeks of Family and Medical Leave time for parental leave. Birth mothers may use their sick leave and vacation leave during this time; other parents may use vacation leave.

Policy link: <http://www.udel.edu/Benefits/menu/index.html>

University of Florida

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, parent, or other member of an extended family; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. In addition, faculty may take up to six months of unpaid leave for personal illness or family health care. Faculty may use their individually accrued paid leave, take unpaid leave, maintain reduced work schedules, or be absent from work intermittently.

Parental leave: Faculty may take up to six months of unpaid leave for childcare. Faculty may use their individually accrued paid leave, take unpaid leave, maintain reduced work schedules, or be absent from work intermittently.

Policy link: <http://www.hr.ufl.edu/leave/default.asp>

University of Hawaii at Manoa

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may be eligible for up to four months of leave for family and medical purposes. Vacation leave may be substituted for unpaid leave; sick leave may be substituted for reasons of personal illness.

Policy link: http://www.manoa.hawaii.edu/ovcafo/uhr/benefits_compensation.html

University of Idaho

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a

qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may substitute sick or vacation leave for unpaid leave.

Policy link: <http://www.hr.uidaho.edu/default.aspx?pid=35575>

University of Illinois at Chicago

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may extend their leave to a one year unpaid leave of absence.

Policy link: http://www.uic.edu/depts/oa/policies_proced.html

University of Illinois at Urbana-Champaign

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Parental leave: Up to two weeks of paid parental leave for the birth of a child or placement of an adopted or foster child under 18. A faculty member may use accrued benefits to substitute paid leave.

Policy link: <https://nessie.uihr.uillinois.edu/cf/leave/index.cfm>

University of Iowa

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, University-registered domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may use accrued sick or vacation leave to substitute for unpaid leave under certain circumstances. Faculty may apply for an unpaid leave of absence for personal reasons.

Policy links: <http://www.uiowa.edu/hr/benefits/loa.html> for leave of absence; <http://www.uiowa.edu/hr/fsds/medleave/fmla/index.html> for family and medical leave; <http://www.uiowa.edu/hr/benefits/azlisting.html>, under Family Care-giving Leave, for care-giving leave information

University of Kansas

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Parental leave: A faculty member who is a primary caregiver for a preschool-aged child may request a modification in instructional duties for one semester.

Tenure clock: A faculty member may postpone tenure review by one year (for up to two years) due to birth, adoption, or taking of Family and Medical Leave to care for themselves or a family member.

Policy links: <https://documents.ku.edu/policies/hreo/FMLA.htm> for family and medical leave information; <https://documents.ku.edu/policies/provost/interruptionofthetenureclock.htm> for tenure clock information; <https://documents.ku.edu/policies/provost/ModifiedInstructionalDuties.htm> for instructional duties reduction

University of Louisville

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Parental leave: Either parent may receive three weeks of paid parental leave following the birth, adoption, or foster placement of a child.

Policy link: <http://louisville.edu/hr/policies/PER417.html> for family and medical leave; <http://louisville.edu/hr/policies/PER418.html> for parental leave

University of Maryland at College Park

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Parental leave: Faculty may request part-time status for up to two years in order to care for a child (born, adopted, or foster) under the age of five.

Policy link: <http://www.president.umd.edu/policies/ii231.html> for family and medical leave; <http://www.president.umd.edu/policies/ii110a.html> for parental leave.

University of Massachusetts

Parental leave: Faculty may take one semester of paid parental leave during the first 12 months of birth or adoption.

Policy link: [MSP Academic year faculty](#); [MSP Calendar year faculty](#)

University of Memphis

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Policy link: [New Faculty Benefits Packet](#)

University of Michigan

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

In addition, faculty who bear children, have dependent care responsibilities, or take medical leaves may take a period of modified duties (usually including reduced teaching responsibilities), negotiated with their dean. The dean or chair is responsible for making alternative teaching arrangements.

Maternity leave: Faculty who bear children may use accrued sick leave for time off due to pregnancy, childbirth, and recovery.

Tenure clock: Faculty who bear children, have dependent care responsibilities, or take medical leaves may apply to have one year excluded from the countable years of service that constitute the relevant tenure probationary period.

Policy links: <http://benefits.umich.edu/events/leaves.html>;
<http://www.provost.umich.edu/faculty/family/children/index.html>;

University of Minnesota

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may use accrued sick leave for some or all of the 12-weeks of family and medical leave.

In addition, faculty may request a partial or full-time unpaid leave of absence for up to 12 months, with a possible extension, for personal reasons.

Parental leave: A faculty member may take up to six weeks paid leave related to the birth of her child. Non-birth parents may take up to two weeks leave with pay and four weeks leave without pay related to the birth or adoption of a child. These policies apply University-registered same sex domestic partners. Paid leave must be taken in conjunction with unpaid leave.

Policy link: <http://www.policy.umn.edu/Policies/hr/index.htm#ctgLeave>

University of Missouri, Kansas City

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Accrued vacation leave and sick leave, if applicable, must be used during the 12 weeks of family and medical leave. In addition to the 12 weeks of family and medical leave, faculty may request a longer unpaid leave of absence for personal reasons.

Tenure clock: Faculty may request a maximum of two one-year extensions of the tenure clock. Possible reasons for an extension include pregnancy, serious illness, or care of an invalid or seriously ill spouse, partner, parent, child, or other close dependent.

Policy link: <http://www.umssystem.edu/ums/departments/hr/manual/leaves.shtml>

University of Nebraska-Lincoln

Adoption Leave: A faculty member who is the primary care giver of an adopted child will be granted eight weeks of unpaid leave. They may use accrued vacation or sick leave. They may also be able to take up to 12 weeks of family and medical leave.

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Accrued vacation leave and sick leave may be used during the 12 weeks of family and medical leave.

Maternity leave: Faculty may take up to eight weeks of paid (through sick leave) or unpaid maternity leave, in addition to the 12 weeks of family and medical leave. Faculty members will normally be excused from teaching during the semester that medical maternity leave occurs.

Paternal leave: Faculty who fathers may take up to five days of paternal leave, either paid (through sick leave) or unpaid, for the birth of a child. A father may also be able to take up to 12 weeks of family and medical leave.

Tenure clock: Any faculty member may request a one-year extension of the probationary period in situations when experiencing high demands in other aspects of life.

Policy link: <http://hr.unl.edu/er/fmla/> for family and medical leave; <http://bf.unl.edu/policies/hr/OtherLeaves.shtml> for parental leave; http://www.unl.edu/svcaa/faculty/policies/work_life_balance.shtml for tenure clock information.

University of Nevada, Reno

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; or an employee's own serious health condition.

Leave of absence: A faculty member may take up to a year of unpaid leave of absence.

Policy link: http://www.unr.edu/hr/benefits/leave.html#fac_fmla

University of New Mexico

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; or an employee's own serious health condition.

Policy link: <http://hr.unm.edu/benefits/fmla.php>

University of New Orleans

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, parent or parent-in-law; or an employee's own serious health condition.

Leave of absence: A faculty member may apply to take a yearlong unpaid leave of absence.

Policy link: [Leaves, Vacations and Holidays](http://app1003.ocs.lsu.edu/ups.nsf/afc0e646082759b286256bf9006c3bfd/0c1f0dcb431c5b9d86256c250062b88b?OpenDocument) and <http://app1003.ocs.lsu.edu/ups.nsf/afc0e646082759b286256bf9006c3bfd/0c1f0dcb431c5b9d86256c250062b88b?OpenDocument>

University of North Carolina

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, parent or parent-in-law; or an employee's own serious health condition.

Parental leave: A faculty member may take up to 15 weeks of parental leave; their department will pay for the first 60 days. They may use accrued sick or vacation time for the remaining weeks (only 12-month employees receive sick and vacation time).

Serious illness leave: A faculty member may use up to 60 days of paid leave to care for her/himself or for a seriously ill family member.

Tenure clock: A faculty member may request up to a 24 month extension of the tenure clock, in response to personal illness or the need to care for a family member.

Policy link: <http://facultypersonnel.unc.edu/faculty-policies-procedures/leave/index.htm>; http://facultypersonnel.unc.edu/faculty-policies-procedures/leave/CCM1_017375; http://facultypersonnel.unc.edu/faculty-policies-procedures/faculty-appointments/tenure-appts/CCM1_017200

University of Oklahoma

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a

qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Policy link: <http://hr.ou.edu/benefits/FMLAGuide.asp>

University of Oregon

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, same sex domestic partner, child, parent or parent-in-law; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. In some cases, additional unpaid leave time may be available under the Oregon Family and Medical Leave Act. Faculty may also request up to a year unpaid leave of absence for personal reasons.

Parental leave: Either parent is allowed to use accrued sick leave during Family and Medical Leave time taken to care for a newborn or newly placed adoptive or foster child.

Tenure clock: A faculty member may extend the tenure clock for one year for each child born or adopted during the tenure probation period.

Policy links: <http://hr.uoregon.edu/benefits/> for general information and <http://policies.uoregon.edu/policy/by/1/03000-human-resources/extension-tenure-probationary-period-because-new-baby-or-childbirth> for tenure clock information

University of Pennsylvania

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, same sex domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty members taking family and medical leave are required to use any accrued vacation time during this leave.

Faculty may also apply for an extended leave of absence for extraordinary matters. It is also possible for faculty to apply for a reduction in duties (with a matching reduction in salary) in one-year increments for up to six years.

Maternity leave: Faculty may take eight weeks of paid leave for childbirth (and up to 10 weeks for a Caesarean Section birth). This paid leave consists of sick leave, paid time off, and short-term disability, in that order.

Tenure clock: Faculty may request a one year extension of the tenure clock for reasons of addition of a child to the family, significant personal illness, or significant care of an immediate family member.

Policy link: <http://www.hr.upenn.edu/Policy/Policies/631.aspx> for family and medical leave; <http://www.hr.upenn.edu/Policy/Policies/404.aspx> for maternity leave; <http://www.hr.upenn.edu/policy/policies/412.aspx> for parental leave; [Faculty Handbook](#) for tenure clock and leave of absence

University of Puerto Rico

The University of Puerto Rico website (<http://www.upr.edu/>) does not appear to post their family and medical leave policy.

University of Southern California

Family leave and/or work reduction: For reasons including the addition of a child to the family or caring for an ill child or elderly parent, faculty may request:

- part-time leave, with reduced compensation, for up to two years;
- unpaid leave of absence for up to one year;
- or modified responsibilities for up to two years, including a two course reduction over two years for new parents.

Parental leave: A faculty member who is the primary caregiver to a newborn child may take up to 10 weeks of paid parental leave following the birth of the child. If these ten weeks takes place in one semester, the faculty member will have no teaching responsibilities for the semester.

Tenure clock: A faculty member who gives birth to one or more children in the probationary period is entitled to a one-year extension of the tenure clock. A faculty member may also apply for a one-year extension for reasons of care for a child, an ill relative, or an elderly relative. If a faculty member takes full leave for a year, or part-time leave for two years, they are entitled to a one-year extension to the tenure clock. If a faculty meets more than one of these situations, they may apply for a two-year extension.

Policy link:

<http://www.usc.edu/dept/socialwork/cwfl/supportatusc.html> ; [Faculty Handbook](#)

University of Southern Maine

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, domestic partner's child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military

member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may use compensatory time, vacation time, and leave without pay; they may use disability leave during the weeks when they must care for an ill or disabled family member.

Maternity leave: Faculty who give birth may use accrued disability leave for six weeks after the birth as payment during this portion of the family and medical leave. If she does not have disability leave time accrued, she may also use compensatory or vacation leave, or take an unpaid leave. She may extend her unpaid leave for up to 12 months.

Tenure clock: Leave without pay for personal reasons will not count toward the tenure clock.

Policy link: <http://www.maine.edu/system/hr/fmlapol.php>

University of Texas at Arlington

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty must use their accrued sick and vacation time during a family and medical leave.

Parental leave: Faculty who do not qualify for Family and Medical Leave may take up to 12 weeks unpaid parental leave after the birth or adoption of a child. Faculty must use any accrued sick or vacation time during this leave.

Policy link: <http://www.uta.edu/hr/leave-services/index.php>

University of Texas at Austin

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty must use their accrued sick and vacation time during a family and medical leave.

Parental leave: Faculty who do not qualify for Family and Medical Leave may take up to 12 weeks unpaid parental leave after the birth or adoption of a child under three. Faculty must use any accrued sick or vacation time during this leave.

Tenure clock: Faculty with personal circumstances, including childbirth, caring for a child, or caring for an ill or aged family member, may request a one-year extension on their tenure clock.

Modified instructional duties: Faculty may apply for a semester of modified instructional duties, in response to the need to care for a family member. Faculty will continue to work full time on other tasks besides instruction.

Policy link: http://www.utexas.edu/provost/policies/leave/sick_leave.html

University of Toledo

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Policy link: <http://www.utoledo.edu/depts/hr/forms/fmla.html> for information on family and medical leave

University of Utah

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Extended sick leave (more than 12 weeks) with pay may be taken for serious personal illness. Under certain circumstances, a long-term medical leave (up to a year) may be taken for serious personal illness.

Parental leave: If a faculty member with a new child chooses not to take the 12 weeks of family and medical leave, they may be granted a parental leave of absence with modified duties for one semester.

Tenure clock: Faculty can apply to extend their tenure clock by one year for reasons including taking leave, child care, personal illness, or caring for a family member.

Policy links: <http://www.regulations.utah.edu/humanResources/5-200.html> for family and medical leave; <http://www.regulations.utah.edu/academics/6-315.html> for parental leave; <http://www.regulations.utah.edu/academics/6-311.html> for tenure clock extension information

University of Virginia

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin.

Leave without pay: Faculty may take a year of leave without pay to care for a child or an ill or aged family member.

Modified service leave: A faculty member may take a part-time leave, with an associated reduction in pay, to care for a child or an ill or aged family member.

Tenure clock: Probationary faculty may request to have a modified service leave or a leave without pay to not count toward their tenure clock.

Policy link: http://www.virginia.edu/provost/docs_policies/leaves.html

University of Washington

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, or parent; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Under Washington law, a faculty member may use sick leave to care for a family member.

Faculty may take an extended leave past the 12 weeks of family and medical leave; they may keep their health benefits if they work 5% FTE. This leave may last a minimum of six months and no more than two years. This leave of absence may be full-time with no pay or part-time with reduced pay.

Maternity leave: Faculty who give birth may take 90 days of paid disability leave. This time does not count toward the 12 weeks of family and medical leave.

Policy link: http://www.washington.edu/admin/acadpers/faculty/medical_leave.html

University of Wisconsin, Madison

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, domestic partner, child, parent or parent-in-law; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the

employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty members may use accrued sick leave to care for themselves or an ill family member, or vacation leave for any purpose under family and medical leave.

Maternity leave: A faculty member who gives birth may take six weeks of recovery leave. She may use accrued sick leave or vacation time during this leave.

Parental leave: All parents of birth or adopted children may use accrued sick leave for up to six weeks of parental leave. Faculty members may also take up a year of unpaid parental leave, following a birth or adoption. Part-time leave may be negotiated.

Tenure clock: The tenure clock may be stopped for time spent caring for new members of the family or elderly or dependent family members.

Policy link: <http://www.ohr.wisc.edu/apo/policies/index.htm>; [Balancing Family and Work: UW-Madison Family-Related Leave Policies for Faculty, Academic Staff and Limited Appointees](#)

University of Wisconsin-Milwaukee

The University of Wisconsin-Milwaukee has an online human resources page (http://www4.uwm.edu/faculty_staff/employee_info/family_resources.cfm) but no specific information about family and medical leave and benefits is posted.

Virginia Commonwealth University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, parent or parent-in-law; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may use annual or sick leave, in some instances, to provide payment for the 12 weeks of leave. Faculty may also apply for a longer, unpaid leave of absence for personal reasons.

Policy link: <http://www.hr.vcu.edu/leave/index.htm>

Virginia Polytechnic Institute & State University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, child, parent or parent-in-law; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In

addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. Faculty may also consider a one or two year long unpaid leave of absence or a time of reduced work for reduced pay.

Maternity leave: Faculty may use accrued sick leave during maternity leave; maternity leave time varies upon recommendation of a medical advisor.

Modified duties: Faculty may request a time of modified work duties, usually a reduction in teaching load, in response to special family circumstances, including birth or adoption, caring for a family member, or personal illness. Under these circumstances, the faculty member will continue to work full time, but with a set of modified duties that allow for more flexibility.

Parental leave: Up to 10 days of paid family leave may be used by faculty at the time of a birth or adoption.

Tenure clock: Faculty may receive a one-year tenure clock extension due to a newborn or a newly adopted child under five years of age. Faculty may also request an extension due to other family obligations, including caring for a sick family member or self.

Policy link: <http://www.hr.vt.edu/leave/fmla/>

Wayne State University

Family and medical leave: In a 12-month period, faculty may take up to 12 weeks of unpaid leave for birth of a child; placement of an adoptive or foster child; care for an employee's spouse, qualified partner, child, parent or parent-in-law; an employee's own serious health condition; or a qualifying exigency arising out of the fact that the employee's spouse, son, daughter, parent or next of kin is a covered military member on active duty. In addition, faculty may take up to 26 weeks of unpaid leave during a 12-month period to care for a covered service member if the employee is the spouse, son, daughter, parent or next of kin. When using family and medical leave, faculty must use any accrued paid sick leave or vacation leave. Faculty may also use the 12 weeks of leave intermittently or as part-time schedule.

Policy link: [Wayne State University's FMLA Policy and Definitions](#)

West Chester University

West Chester University's website does not appear to have specific information about family and medical leave, although a list of benefits does include family and medical leave (http://www.wcupa.edu/hr/employment/wcu_benefits.asp).