

## **College of Science Guidelines for Parental Leave for the Birth or Adoption of a New Child**

The College of Science, and its departments, have a vested interest in the long term productivity of their faculty. For long-term faculty, departments are encouraged to be flexible in dealing with temporary interruptions in normal service.

Therefore, to the extent possible, departments should work with faculty to arrange one to two semester(s) of teaching relief for the birth or adoption of a new child for any eligible faculty member.

Eligible faculty members are those that are either tenure-track, senior lecturers or have worked 5 out of the last 7 years for the department and will be the primary caregiver for the new child.

Faculty can, of course, take available and appropriate leave under FMLA. The faculty member may be assigned modified duties for any time not covered by that leave in order to meet teaching workforce reports.

The tenure-track faculty member can request an extension of the tenure clock due to the birth or adoption of a child. The College of Science will be supportive of any such request.