



University of Colorado at Boulder

Office of the Provost and Executive Vice Chancellor for Academic Affairs

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To: Boulder Campus Faculty

From: Phil DiStefano, Provost

Subject: Improvements to the Boulder Campus Parental Leave Policy

Date: August 28, 2007

In order to improve the recruitment and retention of tenured and tenure track faculty and to establish consistent procedures across campus, Academic Affairs is revising its Parental Leave Policy. This policy is consistent with the System Policy, *Parental Leave for Faculty, Officers, and Exempt Professionals*.

1. **Stoppage of Tenure Clock:** Any tenure-track faculty member who informs the Office of Faculty Affairs that s/he will be the primary care giver for a child within twelve months of birth or adoption of a child will have his/her tenure clock stopped for one year. This stoppage is automatic and will always be granted upon OFA's receipt of notification. Faculty who wish to come up in their normal tenure review year will be able to do under the campus's new Early Tenure Policy; however, if the tenure stoppage occurs prior to Comprehensive Review, that review will be delayed. According to the System APS, "Normally, a maximum of two "stops" on the tenure clock for parental leave is allowed under this policy."
2. **Parental Leave:** Any tenured or tenure track faculty member who is the primary care giver for a child may request within twelve months of the birth or adoption of a child up to a maximum of one semester leave at full pay; this one semester maximum includes all leave associated with the birth or adoption of the child. Such faculty members should keep in mind the System policy on such leaves:

One purpose of this policy is to minimize the disruption of students' education that occurs when faculty leave their classes in mid-semester and must be replaced by another instructor. Thus, it is the intention of this policy that nine-month faculty selecting the standard parental leave or the negotiated parental leave will employ the provisions of this policy to minimize the disruption of student learning by arranging parental leaves,

when possible, to coincide with the semester calendar (or appropriate teaching module in effect in the unit).

Once the Office of Faculty Affairs has approved such a leave, the request will be forwarded to the Vice Provost for Budget and Planning. The Vice Provost will maintain a fund to cover teaching replacement costs at normal load and cost levels for such leaves and, as long as funding is still available, will transfer the funds to the appropriate unit. Funding will be calculated on the lesser of the teaching load of the faculty member during the equivalent semester during the prior year or the planned teaching load of the semester in which the leave is taken; that is, if leave were requested for Fall 2008, replacement costs would be calculated on either the planned load for Fall 2008 or the faculty member's stipulated load for Fall 2007, whichever is less.

Normally, an eligible faculty member would receive a maximum of two parental leaves, in keeping with the System APS.

A leave under this policy fulfills the university's obligations for parental leave under FMLA.

Any questions should be directed to the Office of Faculty Affairs (303-492-5491)