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To: Boulder Campus Faculty

From: Russell Moore, Provost

Subject: Update to the Boulder Campus Parental Leave Policy

Original Date: August 28, 2007

Update: June 5, 2020

In 2007 the Provost's Office implemented the Boulder Campus Parental leave policy. This update to the policy is necessary to remain consistent with the University of Colorado's Administrative Policy Statement No. 5062, Section 11, *Parental Leave*.

**Stoppage of Tenure Clock:** Any tenure-track faculty member who informs the Office of Faculty Affairs (OFA) that they will be the primary care giver for a child within twelve months of birth or adoption of a child will have their 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. There is no limit to the number of paid leaves a faculty member can take, but faculty are limited to up to two tenure clock stoppages.

**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:

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).

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 at [facultyaffairs@colorado.edu](mailto:facultyaffairs@colorado.edu) or 303-492-5491.