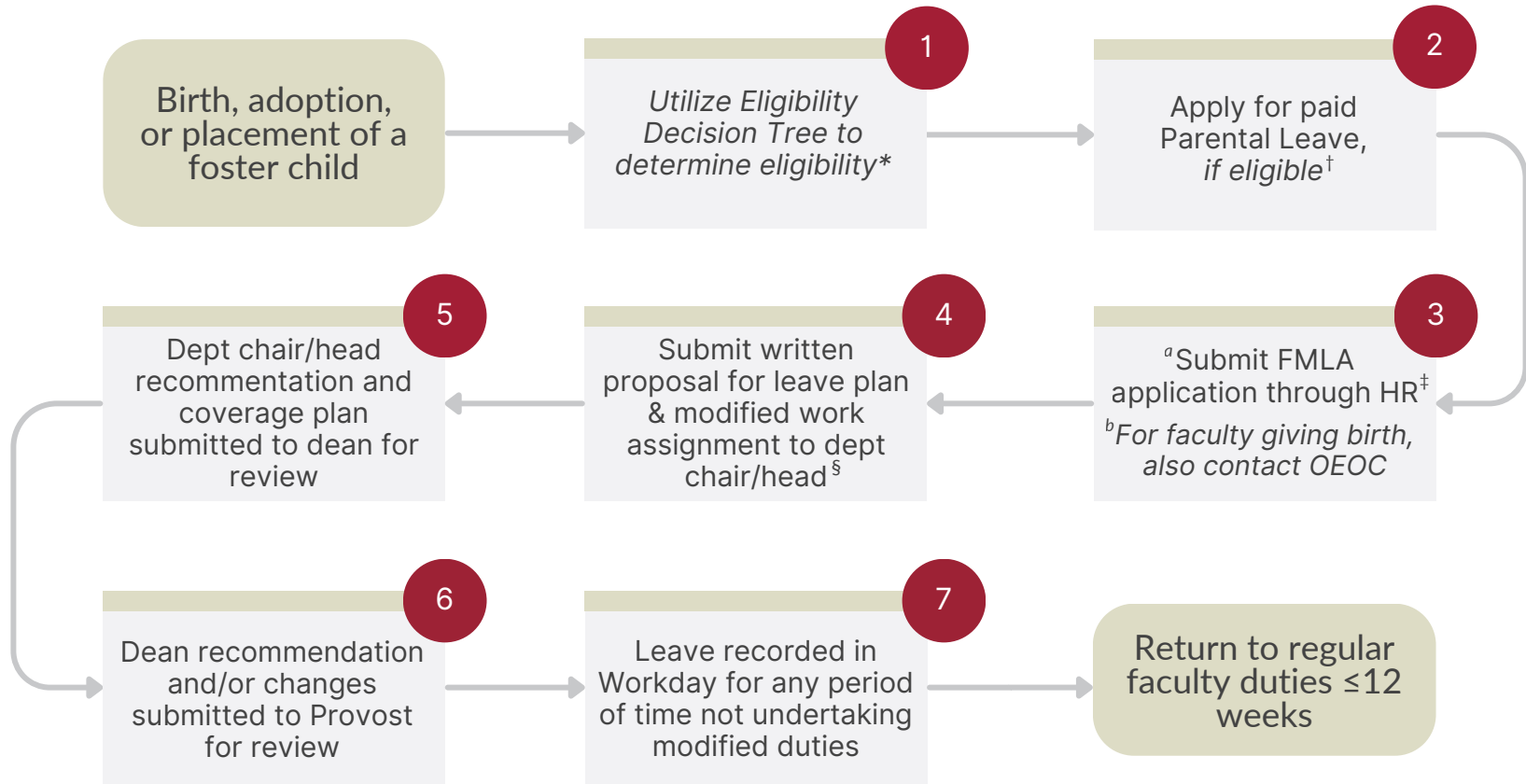




Faculty Parental Leave and Modified Work Assignments Flowchart

ACADEMIC POLICY 1420.12



* For use during the period of their appointment, a full-time (100% appointed) faculty member may request a combination of paid/unpaid leave and a modified work assignment for a combined total of twelve weeks within twelve months of birth, adoption, or foster care placement.

† Faculty are eligible for six weeks paid parental leave if they are employed by the University in a benefits-eligible position for the consecutive 24-months immediately prior; faculty are eligible for four weeks of paid leave from the catastrophic leave bank at one year of continuous, benefits-eligible employment.

‡ If both parents work for the University, eligibility of parental or catastrophic leave, and for FMLA job protection, is required to be shared between parents. Both are eligible to take their own sick leave or annual leave independently and for a modified work assignment.

§ For tenure-track faculty, refer to Academic Policy 1405.11.VI.C regarding suspension of the probationary period.