

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 / 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.

A 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.

System policy - FMLA

1.2 Eligible employees may be granted up to 12 workweeks of family and medical leave during a fiscal year or up to 12 workweeks of parental leave as described in System Regulation 31.03.05. Any family and medical leave or parental leave runs concurrently with any paid and/or unpaid sick leave used.

TENURE AND PROMOTION PACKAGES

Submission Guidelines 2005-2006

Extensions to the Probationary Period

Extensions to the probationary period may be granted upon petition by the faculty member, recommendation by the Department Head and Dean, and approval by the Dean of Faculties.

Extensions are usually for one year, but a longer period may be requested in compelling circumstances. Any extension greater than one year must be approved by the Provost. A faculty member may petition for an extension in the following cases:

- The faculty member is taking leave without pay, or a reduction in service to 50% time for a semester or academic year, provided the leave is not taken solely for the purpose of pursuing activities that will enhance the faculty member's qualifications for tenure and promotion.
- The faculty member has encountered circumstances that may seriously impede progress toward demonstration qualification for the award of tenure and promotion. Such circumstances might include (but are not limited to):
 - serious illness or injury
 - having responsibility for the primary care of an infant or small child
 - having responsibility for the primary care of a close relative who is disabled, elderly or seriously ill
 - any serious disruption of the probationary period for unexpected reasons beyond the faculty member's control.

The above guidelines for extension were developed by the Faculty Senate and approved by the President of the University.