

**[Presidential Commission on the Status of Women]
Report on Parental Leave**

University of Utah
January 2005

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The following report on a parental leave policy applies to regular tenured and tenure-eligible faculty and is respectfully submitted by the Presidential Commission on the Status of Women. University of Utah, Salt Lake City, January 10, 2005.

A formal proposal for an addition to University Policy and Procedures incorporating comments received between January, 2005, and January, 2006, is available at <http://www.sa.utah.edu/presidential/report.html>.

Preface

This document is divided into three sections, the rationale for the policy, the policy itself, and programs and initiatives to support the policy. Two appendices are attached. Appendix A reviews parental leave policies at peer and leading institutions of higher education and Appendix B contains the results of a survey of experiences of current female faculty.

Rationale

Parental leave is an increasingly important concern throughout the country, including in academia. The Chronicle of Higher Education frequently features articles and debates on the issue.¹ The implementation of a formal parental leave policy is in the best interest of the University of Utah for several reasons.

- **Faculty recruitment and retention:** A comprehensive set of work and family policies will be an essential tool in bringing the best and brightest to the University of Utah to assure its continuing academic excellence. The University of Utah lags behind many of its peer institutions in regard to parental leave policy (please see appendix A). The success and quality of new hires may be influenced by the quality of our parental leave policy.

- **Creation of a work environment hospitable to women:** Despite the growing number of women in some academic fields, the feminization of graduate student populations has not translated into a similar increase in the feminization of tenure-track faculty populations. The lack of a supportive environment for women in academia contributes to this phenomenon. A

¹ Michael Berube, "Professors Can Be Parents Too," The Chronicle of Higher Education, April 12, 2002; Letters to the Editor, "Mothers and Fathers Must Be Treated the Same," The Chronicle of Higher Education May 10, 2003; Piper Fogg, "Family Time: Why Women Quit Their Coveted Tenure-Track Jobs," Chronicle of Higher Education, June 13, 2003; Robin Wilson, "Baby, Baby, Baby," The Chronicle of Higher Education, February 28, 2003; Robin Wilson, "Parent-friendly Policies," August 15, 2003; Joan Williams, "The Subtle Side of Discrimination," The Chronicle of Higher Education, April 18, 2003; Laura E. Skandera Trombley, "The Facts of Life for an Administrator and a Mother," The Chronicle of Higher Education September 5, 2003; Robin Wilson, "How Colleges Can Help Faculty Members with Children," The Chronicle of Higher Education, December 5, 2003; Robin Wilson, "How Babies Alter Careers for Academics; Having Children Bumps Women off the tenure Track, a new study shows," The Chronicle for Higher Education, December 5, 2003.

recent study documents this. The study "Do Babies Matter?" is based on a survey of 160,000 people who received their doctorate between 1978 and 1984.² The authors found a fundamental split in the career and family experiences of men and women. For men, high familial gains in the form of marriage and children are associated with future high career gains in the form of tenured faculty positions. In contrast, for women, high familial gains are associated with future low career gains in the form of non-tenured positions. The inverse holds true: men with high career gains experience future high familial gains, and women with high career gains experience future low familial gains, including lower rates of marriage, higher rates of divorce, and fewer children.³ Specific data for the University of Utah are not available, however there is no reason to suggest that University of Utah faculty deviate significantly from national trends (please see Appendix B).

• **State and community values:** The state of Utah prides itself as a family and child-friendly state. The lack of a comprehensive parental leave policy is inconsistent with this ideal.

• **Legal action and perception of fairness:** Given current policy and practice, the University of Utah may be open to legal action. Currently, colleges, departments, and programs offer parental leave on an ad hoc basis. The result is an inconsistently applied practice, which may leave the University vulnerable to lawsuits and certainly leads to a sense of unfairness.

Current University of Utah policy: The University of Utah has no formal maternity or parental leave, other than what is granted under FMLA.⁴ If an untenured regular faculty member either takes a family leave (which would be unpaid under current policy up to the amount of accrued sick leave) or is eligible to take a leave but does not, she or he may petition her or his department for a one year extension to the pre-tenure probationary period. The following is excerpted from PPM Policy 8-6 Rev. 11.

B. Pretenure Probationary Period

(1) Normal period. The normal pretenure probationary period shall be seven years for a person whose initial regular faculty appointment at the University of Utah is in the rank of instructor or assistant professor, except as otherwise provided in Faculty Regulations, Chapter II, Section 2, paragraph D, and shall be five years for a person whose initial regular faculty appointment at the University of Utah is in the rank of associate professor or professor. When the effective date of a regular faculty appointment is within the period from July 1 through December 31, the academic year in which the appointment becomes effective shall be the first year of the pretenure probationary period. When the effective date of a regular faculty appointment is within the period from January 1 through June 30, the following academic year shall be the first year of the pretenure probationary period.

² Mason, Mary Ann, and Goulden, Marc, "Do Babies Matter? The Effect of Family Formation on the Lifelong Careers of Academic Men and Women" in Academe, 88(6), 21-27. Mary Ann Mason is Dean, graduate Division, University of California, Berkeley; Marc Goulden is a research analyst at UC Berkeley.

³ "Family Friendly..." p. 5. Cites study Mason, Mary A. and Goulden, Marc (2002). "Do Babies Matter? The Effect of Family Formation on the Lifelong Careers of Academic Men and Women" in Academe, 88(6), 21-27.

⁴ FMLA allows for up to twelve workweeks of family and medical leave during a 12 month period. Family and medical leave is unpaid leave except that accrued sick leave must be used. See V. of the policy section for additional details of FMLA.

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(5) Effect of leave of absence. The pretenure probationary period may be extended by one year when, in one academic year, a nontenured regular faculty member:

- i. takes a medical leave of absence for one or more terms [sic] or takes family leave (either as full or partial leave) amounting to at least half a year and elects in a written communication to the department, dean, and vice president for academic affairs before the starting date of the leave that the academic year not be counted;
- ii. takes family leave amounting to at least a terms [sic] but less than half a year or has their productivity substantially affected by a medical or family condition for which a disability or family leave could have been taken, but was not, and successfully petitions the department and dean in a timely fashion to have the academic year in which it occurred not counted (petitions should be made at the time of leave or disability, but in any event not later than the end of the first term of Spring Semester of the year following the academic year requested not to be counted and prior to the next regularly scheduled formal review);
- iii. takes another type of leave for one or more semesters, and the faculty member's department chair or college dean, before the starting date of the leave, specifies in a written communication to the faculty member and the vice president for academic affairs that the academic year in which the leave is taken will not be counted.

Faculty who have tried to use this policy report the following problems with the policy (please see Appendix B for additional information).

- Department chairs have not always supported requests for tenure clock extensions. There is no specific mechanism for appealing that decision, and it is difficult for a junior faculty member to risk the wrath of her or his department chair during the probationary period.
- In departments or colleges where course releases are granted, some department chairs have interpreted the policy as implying that the course release constitutes a leave, and therefore, a faculty member is not entitled to an extension of the tenure clock.
- The policy does not address whether the clock can be extended multiple times if, for example, a faculty member has more than one child during the probationary period. The policy has been interpreted differently in different cases.

Policy Proposal

A formal proposal for an addition to University Policy and Procedures incorporating comments received between January, 2005, and January, 2006, is available at <http://www.sa.utah.edu/presidential/report.html>.

I. Eligibility: Regular (tenure-track) faculty members are eligible for the parental leave policy. The policy applies to women who give birth to a child or to the primary caregiver of a partner's newborn child or to a newly adopted child five years of age or younger. To qualify as a primary caregiver, a faculty member must provide 20 hours or more primary childcare during the workweek. Eligibility shall normally extend from three months prior to 12 months following the birth or placement of the child and shall be concluded within 12 months of the birth or placement of the child.

II. Notification: The eligible employee should notify her or his department chair as soon as possible in order to facilitate planning of the teaching schedule. The request for modified duties or for an extension to the pre-tenure probationary period must be made within three months of the birth or the arrival of the adopted child.

III. Modified duties Regular faculty who give birth to a child or are the primary caregiver of a newborn child or a child under six or special needs child placed for adoption will automatically be granted one semester release from duties. Release from duties is comparable to paid leave and in no way impacts pay or benefits. Only one University of Utah employee is guaranteed to qualify for this release for a given instance of childbirth or adoption. Release from duties will include being excused from any obligations in teaching, research, and service. Duties will not need to be "repaid" at a future date. Written acknowledgment of this release will be included in the faculty member's file. The faculty member may choose to engage in activities (e.g., research, meeting student, hiring decisions) at their discretion. If the faculty member elects to voluntarily perform any duties during the release semester, this will not imply that the faculty member will be compelled to resume their obligations or discontinue their release period. Release from duties will be automatically granted by the relevant senior vice president upon request of an eligible faculty member.

IV. Adjustments to tenure-track appointments: In recognition of the conflicting obligations of parental and career responsibilities, the following policy applies to both birthmother and primary childcare giver. When the qualifying employee (tenure-eligible and tenured) submits timely notification of the birth or adoption of a child under six she/he will automatically receive a one-year extension on her or his review and tenure clock. Automatic extension of the RPT clock will be granted up to two times; subsequent stops of the clock may be requested and are contingent upon approval by the senior vice president for academic affairs or the senior vice president for health sciences. Confirmation of the extension should be made in writing to the faculty member and to the faculty member's direct supervisor, and that letter should become part of the faculty member's permanent record.

Because a break in faculty productivity might be due to parental leave, the University urges that such an extension be noted in materials the retention, promotion, and tenure committee sends to

internal and external reviewers, and on the candidate's curriculum vitae. However this is not mandatory and is at the discretion of the individual faculty member.

V. Unpaid leave: The Family Medical Leave Act (FMLA) allows for up to twelve workweeks of family and medical leave during a continuous 12 month period provided that he or she has at least twelve cumulative months of University service and has worked at the least 1,250 hours during the twelve months immediately preceding the commencement date of the leave. Family and medical leave is normally unpaid leave except that accrued sick leave must be used. Whenever possible, faculty shall provide at least thirty days advance notice of the need for a family or medical leave.

VI. Impact of leaves on benefits: One semester of paid release, including release of duties and use of sick leave, will not affect employee benefits as it is not a formal leave of absence. Academic employees need to be especially aware of the impact, if any, of unpaid leave or extended paid leave not included in this policy, on benefits such as health insurance and disability insurance.

VII. Compensation to units: The burden of supporting parental leave falls unevenly on colleges, departments, and programs. To spread the cost of parental leave across the campus a university-wide fund should be developed to compensate units. Compensation would provide full or partial cost of a temporary replacement of the services provided by the faculty who is on modified duty or any other paid parental leave.

VII. Limits of policies and exceptions: Faculty will be limited to a total of one year of total leave per birth or adoption unless extenuating circumstances apply. Exceptions to these guidelines will be made under exceptional circumstances by the senior vice president for academic affairs or the senior vice president for health sciences.

Programs and initiatives to support policy

Policy is not enough. Faculty, administrators, and observers across the country find that parental leave policy is not enough to successfully address issues related to parental leave such as encouraging performance, retention, and employee satisfaction. The University of California System has had many of these policies in effect since the mid- to late 1980s and yet gender disparities continue. The Chronicle of Higher Education has also reported on the impediments to effective implementation of policy. Three impediments to assuring full use of the policies stand out:

- **A lack of knowledge about policy inhibits employees from utilizing it.** It also fosters a climate of misinformation that allows for administrators to skirt full support for employees in making their choices about parental leave. It also opens the university to uneven practices and/or application of policy, therefore exposing the University to legal action.
- **A lack of departmental compensation.** Currently, departments receive no additional funding when their faculty members make use of these policies. Requests to use these policies are perceived by some department chairs, administrators, and faculty as a drain on departmental resources.
- **Fear of retribution.** As it now stands, faculty are entitled to unpaid leave only. If a faculty member wants paid leave, modified duties, or a tenure clock stoppage, she/he must negotiate with a chair and or dean. Faculty fear requesting any of these benefits. They fear colleagues would have overt or covert reactions to their request and their careers would suffer as a result.

Several universities have made efforts to implement programs and initiatives that serve to support parental leave policy. We realize that some of these might require resources currently not available, however others do not require significant additional funding. These programs and initiatives should be understood as very important to the success of any policy that is formulated.

- **Web page support.** Centralized access to policy, forms required for the application of any aspect of the policy, information on spousal employment opportunities, childcare and eldercare resources, family leave, work-family benefits, and breastfeeding support network.
- **Common pool funding.** The University should begin to fund a pool of money that would compensate departments for the cost of hiring instructors to replace faculty on parental leave. Even if the funding is only partial initially, the existence of a common pool could serve as a sign of central University support for a parental leave policy.
- **University-level work and family office and advisory committee** that would monitor and support department use of family friendly programs.
- A continued institutional **commitment to high-quality childcare** and infant care slots available to all tenure-track faculty.

- An **outreach brochure** that is given to all job candidates and current faculty that describes relevant policy, programs, and initiatives.
- **Awards** given to departments for exceptional contributions to work and family climate issues.

Final Considerations

Parental leave policy and support resources might be implemented for a three-year trial period. An oversight committee would guide the implementation of policy and the distribution of resources. At the end of the probationary period the policy would be reviewed and amended, if necessary.⁵

Policy regarding retention, promotion, and tenure should indicate that faculty are automatically entitled to a stop in the tenure clock. This would address the problem of fear of retribution by implicating chairs and other administrators in the act of denying a benefit.

It is important to consider the interdependence of the different components of this policy. For example, the capacity to stop the tenure clock is nearly ubiquitous at University of Utah peer institutions. In order that this policy may work effectively it must be combined with leave options (including modified duties) that are granted automatically upon request. Policy should help avoid situations in which administrators can hold back the granting of one benefit in order that an employee be given another.

Finally, people from different quarters express concern that some faculty may abuse these policies, using them for professional advancement rather than to meet their substantial childcare responsibilities. Mason and Stacy (Family Friendly) did not find evidence of these types of abuses within the UC system. Certainly parental leave policy can be adjusted to address such abuses after a probationary period.

⁵ Carnegie-Mellon has adopted this approach to their recently adopted policy.

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Appendix A Summary: Parental leave policy at peer institutions

Attached are extensive descriptions of parental leave policies for our 10 peer institutions supplemented by policies from other schools with strong programs science, engineering, or medicine. Key features of the policies are summarized in the table 1 in the report. Most schools allow for extension to the tenure clock and grant some teaching release. The term “modified duties” describes a period where a faculty member is expected to perform less than regular duties, but participates more in academic life at the institution than she or he would on a full leave. Typically, faculty are released from teaching, but are free to continue some level of research and service. Nearly all of these schools have a parental leave policy on their websites, making it easy for faculty members or prospective faculty members to ascertain their policy. (See, for example, Family Friendly Package for Ladder-Rank Faculty at the University of California at <http://gradresearch.berkeley.edu/sloangrant.html>).

Table 1: Summary of policies for peer institutions and selected additional schools

| Institution | Extend tenure | Number extensions | Teaching release | Modified duties |
|----------------------------------|----------------------|--------------------------|--|---|
| University of Utah | Yes | Unclear | No | No |
| University of Cal - Irvine | Yes | 2 | One term | If possible, expected to do research & committee work, but no teaching in semester of delivery. |
| University of Cal - San Diego | Yes | 2 | One term | If possible, expected to do research & committee work, but no teaching in semester of delivery. |
| University of Cincinnati | Yes | No limit | Yes, on request | can be negotiated |
| University of Illinois - Chicago | Yes | 2 | Can be negotiated | yes; for example, could be teaching release only |
| University of Iowa | Yes | 2 | Departmental discretion; 6 weeks for birth | "Departments shall work with faculty to modify schedules and duties..." |
| UNC - Chapel Hill | Yes | 1 | Departmental discretion | |
| University of New Mexico | Yes | No limit | At least 126 days; up to 100% one term | Release from all duties. |
| University of Pittsburgh | Yes | 3 | 26 weeks for childbirth + 2 for parental leave | "During paid or unpaid medical leave, the faculty member may elect to perform certain responsibilities on a part-time basis..." (III. D.) |
| University of Virginia | Only with approval | | | On request, can reduce to 50% load with 50% pay |

| Institution | Extend tenure | Number extensions | Teaching release | Modified duties |
|------------------------|----------------------|--------------------------|-------------------------|---|
| Harvard Medical School | Yes | No limit | 13 weeks | 13 weeks release from duties. |
| MIT | Yes | No limit | One semester | Apparently either 12 weeks unpaid leave with tenure extension or one semester teaching relief. |
| University of Michigan | Yes | 1 | Delivery semester | If possible, expected to do research & committee work, but no teaching in semester of delivery. |
| Stanford | Yes | 1 | Delivery quarter | If possible, expected to do research & committee work, but no teaching in semester of delivery. |

The first 10 schools are our identified peer institutions. The other five schools are institutions with strong programs in science, engineering, or medicine.

Appendix B: Summary of Brief Survey of Female Faculty

To gain some understanding of the experience of women at the University of Utah with current maternity and parental leave policies, we sent a brief survey to an e-mail list of women faculty.⁶

Survey

Many universities have developed parental leave policies as part of a broader effort to attract and retain productive women faculty. I am chairing a committee to develop a university-wide policy on parental leave. To ensure the policy addresses realities at the U, could you please take a couple of minutes to answer a very short survey? Please respond by **Friday, March 5**.

1. Have you or your partner given birth to a child or adopted a child while on the faculty at the U?
2. If so, please list any adjustments made to your work load (e.g., course releases, extensions to your tenure clock).
3. If yes to 1, please describe the response of your supervisor and colleagues. (Did your supervisor encourage you to take any leave due to you? Did taking a leave become a factor in your evaluation at tenure?)

I will not retain any information on the identity or department of any responses. If you prefer to respond anonymously, please send your response to me by campus mail.

- **Responses:** We received 75 responses to the e-mail survey, a 45% response rate. We received an additional 14 responses from attendees at a faculty development seminar. Five of the responses were from women in non-tenure track positions. Comments from non-tenure track women are included in the appendix. However, their answers are not included in the analysis below. Of the 89 tenure track women who responded, 30 (36%) had given birth to a child or adopted a child while on the faculty. A number of women who have not yet had children indicated a strong interest in a policy. Several women mentioned that the lack of a clear policy has affected their family structure.

- **Tenure-track extension:** In about 1991, the University adopted a policy allowing women who gave birth to a child during their probationary period to extend their tenure clock by a year. About 30% (9 of 30) women postponed their families until after receiving tenure. There are significant risks associated with postponing childbirth. Four women indicated they had children prior to the current policy. Of the 17 women who were eligible to extend the tenure clock, about 60% (10 of 17) utilized the extension.

⁶ The e-mail list was developed to notify women of faculty development programs. It was constructed by asking the administrative assistants for each academic department to supply the e-mail addresses of all women faculty in their department. A number A.A.s did not provide addresses. Several of the women on the list are not tenure-track. The survey was sent to about half of the tenure-track female faculty.

- **Work load adjustment:** Currently, the university has no policy granting course releases for childbirth, adoption, or parenting. However, a number of departments and colleges have adopted policies granting course releases (e.g., chemistry and the college of business). Other departments grant releases on an ad hoc basis. Altogether, less than 20% of women (5 of 29) received course relief. Although the university has always allowed faculty to take unpaid leaves for health reasons, only two women in our survey have chosen to do so. Nearly 30% of the women (7 of 24) managed to make things work by giving birth during a summer, a sabbatical, a research term, or by moving their teaching to the summer. Without question, using research time for childbirth is a poor investment for the productivity of the university's faculty.

- **Climate:** One woman who responded to our survey became part-time. Anecdotal evidence suggests that there are many women who switch to clinical tracks after beginning a family. As our survey targeted tenure track women, presumably, we have missed them. Almost 60% of respondents report negative experiences, ranging from being discouraged from taking advantage of existing policies to believing that using the policies was viewed negatively. The written commentary of these women make it clear: **having a policy is not enough.**

**Detailed information on maternity and parental leave policies
at other institutions**

University of California, Irvine and San Diego

Year current policy adopted Revised July 29, 1999

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Academic faculty

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) maternity and parental leave

Required level of childcare (e.g., 50% or majority; could two people qualify?) “substantial”

Age requirements for adoption under age five

Is the person's original job guaranteed? yes

Teaching release (if so, specify amount) full in term of childbirth or adoption

Paid leave (if so, for how long, at what level?) “In the quarter or semester of childbearing leave, there must be full relief from scheduled teaching duties. In the case of health sciences faculty, however, clinical duties may be reduced, as appropriate.” (p. 7, APM - 760) May take unpaid leave for up to 12 months from birth or placement.

Communal funding for paid leave (yes or no) no, although UC Davis is exploring it.

Tenure track stoppage (yes or no) yes

Can the tenure clock be stopped multiple times? (Limit?) Yes; maximum of two years.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?)
Granted on request.

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant) May request for “substantial” childcare. “Normally, for faculty the modification of duties will be either partial or full relief from teaching.” The application of ASMD varies by campus. For example, UC Davis grants one quarter of full teaching relief and up to 50% relief in a second quarter.

Relationship to other policies (e.g., sick leave or vacation) May use sick leave for childbearing.

Is the policy discretionary, and if so, who has discretion? Leave for childbirth is granted on request for up to six weeks. ASMD must be requested from the chancellor.

Any omitted elements of the policy? (Please give specifics)

University of Cincinnati

Year current policy adopted

School is unionized for faculty members. Latest union contract Sept. 2001 to August 2004.

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?)

Applies to all—but to be eligible has to be 65% FTE as far as the way the policies run in the contract.

Policy scope (does the policy also cover maternity leave? Leave to care for parents?)

Yes for maternity leave—FMLA; yes for leave to care for parents—under FMLA

Can request for special or emergency leave if they need more time out of the FMLA time.

Required level of childcare (e.g., 50% or majority; could two people qualify?) No minimum

Age requirements for adoption Not really. Would view as a case by case basis.

Is the person's original job guaranteed? Yes.

Teaching release (if so, specify amount) Yes, based on request.

Paid leave (if so, for how long, at what level?) Accrue sick leave but not vacation

Can say yes or no to paid leave—depends on contract

Communal funding for paid leave (yes or no) Has sick bank. Can borrow up to 300 hours.

Tenure track stoppage (yes or no) Yes

Can the tenure clock be stopped multiple times? (Limit?) Yes, does stop. No limit.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?)

Mandatory. Provost office makes the decision.

Postpone post-tenure reviews Unsure—but probably does.

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant)

Yes. Determined on a case by case basis.

Relationship to other policies (e.g., sick leave or vacation) Sick time

Is the policy discretionary, and if so, who has discretion? Yes. Provost office.

Any omitted elements of the policy? (Please give specifics) No.

University of Illinois – Chicago

Year current policy adopted: Around 1984

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Applies to all academic tenure track.

Policy scope (does the policy also cover maternity leave? Leave to care for parents?)

Yes—maternity (FMLA) 12 weeks. Same for parents. If beyond 12 weeks, they have to use sick leave. Can go to unpaid status. Has personal leave for medical reasons if they are not eligible for FMLA or have sick leave.

Required level of childcare (e.g., 50% or majority; could two people qualify?) No minimum required.

Age requirements for adoption Under six.

Is the person's original job guaranteed? Yes, just as long as arrangements have been made beforehand. Right to return depends on what contract states.

Teaching release (if so, specify amount) Don't know. Does not come up often.

Paid leave (if so, for how long, at what level?) Vacation or sick leave. Chancellor's leave (after they exhaust their other leave, the chancellor will grant more time off to remain a fully paid faculty member).

Communal funding for paid leave (yes or no) Yes, but optional. Called the shared benefits program. To use the pool, one must contribute to the pool (must retain 10 days before you can contribute the one day) to use the pool. Can withdraw a maximum of 45 days from the pool.

Tenure track stoppage (yes or no) yes

Can the tenure clock be stopped multiple times? (Limit?) Maximum two times.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?) Tenure clock extension automatically granted except in "extraordinary circumstances."

Postpone post-tenure reviews not mentioned

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant)

Yes. Dean determines the parameters. Can take partial leave. They might just be relieved of their teaching duties and continue with everything else---like research. They have faculty effort reports that states if their service is modified– 50% teaching, 50% research or something else.

University of Illinois – Chicago, continued

Relationship to other policies (e.g., sick leave or vacation) Sick and vacation.

Is the policy discretionary, and if so, who has discretion? Tenure clock extension automatically granted except in “extraordinary circumstances.”

Any omitted elements of the policy? (Please give specifics) No.

Useful facts, quotations, or motives for developing the policy: Just be cautious of tenure rollback vs. holding a tenure.

University of Iowa

Year current policy adopted August 2000

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?): Faculty who is at 50% or more time or greater than one year (Tenure Track and Clinical Track Faculty).

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) Yes

Required level of childcare (e.g., 50% or majority; could two people qualify?) Faculty is entitled to their time and it doesn't matter what their contribution is. Yes, two people can do it.

Age requirements for adoption: No age requirements No

Is the person's original job guaranteed? Yes

Teaching release (if so, specify amount): Departmental—case by case scenario

Paid leave (if so, for how long, at what level?) FMLA Qualified--6 weeks of sick, any more they will have to use vacation time if they have any accumulated (9 month faculty is not eligible for paid vacation leave)

Communal funding for paid leave (yes or no) : Yes. Catastrophic leave donation (e.e., other employees can contribute vacation time towards another employee's sick time needed).

Tenure track stoppage (yes or no): Yes – may delay one year per new child to the home up to two entries to the home. Both parents can do that.

Can the tenure clock be stopped multiple times? (Limit?) Yes.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?): Optional—faculty member must initiate the request.

Postpone post-tenure reviews: Yes, if there is a reason that would cause them to be away from campus.

Relationship to other policies (e.g., sick leave or vacation) Sick and vacation

Is the policy discretionary, and if so, who has discretion? Some of it is determined by HR then the Provost Office.

Useful facts, quotations, or motives for developing the policy

“Departments shall work with faculty to modify schedules and duties such as travel to assist new parents.”

UNC Chapel Hill

Year current policy adopted: July 7, 1998

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Any faculty on 12 month contract (earn 24 days earn vacation, 12 days per year for sick—can carry cover, no maximum amount). Sick leave can contribute to retirement so faculty can retire earlier if they want.

Faculty 9 month are not eligible for sick or vacation time but they do have faculty major disability and parental leave (6 weeks of paid leave).

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) Yes

Required level of childcare (e.g., 50% or majority; could two people qualify?) Yes, can reduce their FTE to meet the needs of childcare (maximum of 12 months) It's called the Provision for Less and Full Time Employment.

Age requirements for adoption: No

Is the person's original job guaranteed? Yes, it's their best practice to ensure the person has the job available.

Teaching release (if so, specify amount) Unsure. But they do make arrangements for sabbatical leave or things pertaining to that.

Communal funding for paid leave (yes or no) No

Tenure track stoppage (yes or no) Yes.

Can the tenure clock be stopped multiple times? (Limit?) Appointed probationary period of four year term appointment. If they have a child or health reasons and if they wanted to extend it to five years then they can. They have to request it two years before the end of the probationary period.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?) Optional-per request of the faculty member. They are made aware of the policy and this is something they can exercise if they choose to do so.

Postpone post-tenure reviews: Only have had a few requests to delay it. Does not have policy set in place for it. Would review a request on an individual basis.

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant) No.

UNC Chapel Hill, continued

Relationship to other policies (e.g., sick leave or vacation) Yes.

Is the policy discretionary, and if so, who has discretion? Department chair, dean's office.

Any omitted elements of the policy? (Please give specifics) No.

Useful facts, quotations, or motives for developing the policy
None.

University of New Mexico

Year current policy adopted: Can't recall

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Covers contract faculty – tenure track 9 month faculty don't accrue annual leave

Policy scope (does the policy also cover maternity leave? Leave to care for parents?)
Covers maternity and employee's medical conditions if any. Does not pertain to taking care of parents. 21 working days per year, maximum up to 126 working days.

Required level of childcare (e.g., 50% or majority; could two people qualify?) Unclear,

Age requirements for adoption: No

Is the person's original job guaranteed? If tenure track yes.

Teaching release (if so, specify amount) Yes, can be up to 100%--get special permission

Paid leave (if so, for how long, at what level?) Yes, 126 days

Communal funding for paid leave (yes or no) No

Tenure track stoppage (yes or no) Yes—They call it postponement

Can the tenure clock be stopped multiple times? (Limit?) Yes. Never had a situation where clock has been stopped multiple times so do not know the limit.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?)
Optional – chair approval

Postpone post-tenure reviews Never crossed her desk. Don't know.

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant)
Nothing in place now.

Relationship to other policies (e.g., sick leave or vacation) Sick leave

Is the policy discretionary, and if so, who has discretion? Signed off by chair, provost, president.

Useful facts, quotations, or motives for developing the policy Want to be clear so policy can be understood.

University of Pittsburgh

Year current policy adopted January 31, 2003

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Full-time faculty and part-time (at least 50% FTE) tenure-track faculty

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) Both maternity and parental leave

Required level of childcare (e.g., 50% or majority; could two people qualify?) Any level above zero. Both partners may qualify.

Age requirements for adoption none specified

Is the person's original job guaranteed? No.

Teaching release (if so, specify amount) During leave.

Paid leave (if so, for how long, at what level?) For childbirth, up to 26 weeks paid leave (not clear what standard is here); for parental leave, two weeks paid leave above the childbirth leave. May take two additional weeks unpaid if the child is sick.

Communal funding for paid leave (yes or no) not mentioned

Tenure track stoppage (yes or no) yes

Can the tenure clock be stopped multiple times? (Limit?) Maximum three years.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?) Automatically approved if requested if four months or more leave (paid or unpaid) is taken; may be applied for by new parents with less than four months leave; provost approves or denies, in that case.

Postpone post-tenure reviews not mentioned

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant) "During paid or unpaid medical leave, the faculty member may elect to perform certain responsibilities on a part-time basis, if approved by the dean and with the health care provider's certificate of fitness to work. The medical leave will count as a full-time leave even if the faculty member chooses to work part-time during the leave. In no event, however, shall a faculty member who is on medical leave be compelled to waive any part of the leave to which he or she is entitled under this policy." (III. D.)

University of Pittsburgh, continued

Relationship to other policies (e.g., sick leave or vacation) university continues to pay benefits; linked to sick leave and FLMA policy

Is the policy discretionary, and if so, who has discretion? Faculty must apply; automatic with 4 month leave; at discretion of provost, otherwise

Any omitted elements of the policy? (Please give specifics)

Useful facts, quotations, or motives for developing the policy

University of Virginia

Year current policy adopted Nov 6, 1998

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) All tenure track and non-tenure track faculty on multi-year contracts

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) Maternity and parental leave; also covers other family leave

Required level of childcare (e.g., 50% or majority; could two people qualify?) For modified duties, must be "majority" provider

Age requirements for adoption none specified

Is the person's original job guaranteed? Apparently

Teaching release (if so, specify amount) yes; up to 50% one semester, but without pay (see below)

Paid leave (if so, for how long, at what level?) Women get 6 weeks of paid leave for childbirth (both pre and postpartum); parents qualify for a total of 12 weeks leave for birth or adoption (if mom takes 6 weeks paid, mom and dad can take up to an additional 6 weeks between them unpaid; or could divide 12 unpaid weeks for an adoption). University pays benefits during the period.

Communal funding for paid leave (yes or no) none mentioned

Tenure track stoppage (yes or no) no, "unless specifically exempted in advance by the dean." "The duration of the leave of absence counts within the probationary period of a tenure-track faculty member..."

Can the tenure clock be stopped multiple times? (Limit?)

Is the clock stoppage optional or mandatory? (How is the decision made if optional?)

Postpone post-tenure reviews apparently not.

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant) Primary caregiver may reduce time to 50% for one semester (pay is pro-rated; benefits full). Teaching is halved; administrative duties appear to be hours worked. Modified duty will be granted on request.

Relationship to other policies (e.g., sick leave or vacation) just usual FMLA
University of Virginia, continued

Is the policy discretionary, and if so, who has discretion? No extension of tenure unless granted by the dean. The language suggests no extension is the norm, but it is not clear as to the actual practice.

Any omitted elements of the policy? (Please give specifics)

Useful facts, quotations, or motives for developing the policy

University of Washington

Year current policy adopted modified April 4, 2003

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Appears to cover all tenure track faculty

Policy scope (does the policy also cover maternity leave? Leave to care for parents?)
Childbirth, parental leave, and family leave

Required level of childcare (e.g., 50% or majority; could two people qualify?)

Age requirements for adoption not specified

Is the person's original job guaranteed? Seems to be

Teaching release (if so, specify amount) for birth parent, 90 days paid leave. Either parent or a domestic partner may take six month parental leave full time without pay or part time with prorated pay. The leave is extendable to two years.

Paid leave (if so, for how long, at what level?) After childbirth, 90 days paid leave. Not available to non-birth parent or for adoption.

Communal funding for paid leave (yes or no) apparently not

Tenure track stoppage (yes or no) yes.

Can the tenure clock be stopped multiple times? (Limit?) It would appear for each new birth or adoption.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?)
Automatic one year extension when a leave of six months or longer is taken. Either parent may request stopping the clock even if no leave is taken in the year the child is born or adopted.

Postpone post-tenure reviews no mention

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant) Partial (unpaid) leaves available

Relationship to other policies (e.g., sick leave or vacation) maternity leave portion is part of faculty sick policy

Is the policy discretionary, and if so, who has discretion? For stopping clock with short or no leave: department chair and provost

University of Washington, continued

Any omitted elements of the policy? (Please give specifics)

Useful facts, quotations, or motives for developing the policy

“THE UNIVERSITY OF WASHINGTON has developed policies which assist faculty women and men who become parents or are needed to care for a family member. It is the goal of the University of Washington that each faculty member understand these policies and feel free to exercise them fully with no adverse effect on her or his academic career.” [from the *Provost’s Brochure on Faculty Policies Regarding Medical Leave, Family Leave, Tenure Extension, & Support Services*.

“The University recognizes that under special circumstances, such as care for new infants, faculty women and men must devote extraordinary efforts to their family responsibilities which may significantly detract from their research and academic capabilities. Even if the faculty member continues to work full time, efforts normally devoted to scholarship may necessarily be reduced by these new family responsibilities. In recognition of these family obligations, the University has developed several programs to stop temporarily the tenure clock.”

<http://www.washington.edu/admin/acadpers/policies/leaves-MedFamTen.html> p.2 (downloaded 2/10/04)

Carnegie Mellon University

Year current policy adopted November 16, 2001

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) All tenure-track faculty.

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) maternity and parental leave.

Required level of childcare (e.g., 50% or majority; could two people qualify?) "primary care giver"

Age requirements for adoption pre-school age

Is the person's original job guaranteed? apparently

Teaching release (if so, specify amount) one semester

Paid leave (if so, for how long, at what level?) One semester

Communal funding for paid leave (yes or no) yes

Tenure track stoppage (yes or no) yes; one year

Can the tenure clock be stopped multiple times? (Limit?) apparently not

Is the clock stoppage optional or mandatory? (How is the decision made if optional?) granted at the request of the faculty member

Postpone post-tenure reviews yes (regular promotion)

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant)

Relationship to other policies (e.g., sick leave or vacation)

Is the policy discretionary, and if so, who has discretion? Faculty request

Any omitted elements of the policy? (Please give specifics) Policy reviewed after three years.

Useful facts, quotations, or motives for developing the policy "Teaching or other duties that would otherwise be carried out during the period of leave may not be shifted to other semesters against the wishes of the person taking such a leave."

Harvard Medical School

Year current policy adopted Still being modified; originally adopted in 1993.

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Tenure track faculty.

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) Two separate policies; childcare and maternity.

Required level of childcare (e.g., 50% or majority; could two people qualify?) Majority; just one.

Age requirements for adoption apparently none

Is the person's original job guaranteed? Apparently yes.

Teaching release (if so, specify amount) no, but automatic 3 month paid break for childbirth

Paid leave (if so, for how long, at what level?) For maternity, automatic 13 weeks paid leave.

Communal funding for paid leave (yes or no) Varies; in some cases, yes; in others, no. They are exploring whether to go to communal funding. In any case, the paid leave is automatic and departments must find a way to make it happen.

Tenure track stoppage (yes or no) Yes.

Can the tenure clock be stopped multiple times? (Limit?) Yes; no limit specified.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?) Mandatory.

Postpone post-tenure reviews Yes; automatically, one year per child.

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant) No.

Relationship to other policies (e.g., sick leave or vacation) No.

Is the policy discretionary, and if so, who has discretion? No.

Any omitted elements of the policy? (Please give specifics)

Useful facts, quotations, or motives for developing the policy

"In recognition of the present underrepresentation of women in the faculty and mindful of the

Harvard Medical School, continued

conflicting obligations of parental and career responsibilities, it is the policy of the Harvard Medical School on the occasion of the birth of adoption of a child to grant an automatic one year extension of time to the current appointment (and also to the eleven year rule for tenure consideration) to a faculty member who takes the major responsibility for parenting in a family. Since tenure committees often have no way of knowing that a break in productivity might be due to parental responsibilities, we would urge that such an extension be noted on the c.v.”

MIT

Year current policy adopted

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Tenure-track faculty, at least 50%.

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) just parental leave

Required level of childcare (e.g., 50% or majority; could two people qualify?) Simply those who “assume responsibility”

Age requirements for adoption none

Is the person’s original job guaranteed? yes

Teaching release (if so, specify amount) one semester

Paid leave (if so, for how long, at what level?) May either take a full, unpaid parental leave for 12 weeks or be excused from teaching for one semester

Communal funding for paid leave (yes or no) not currently, although under discussion

Tenure track stoppage (yes or no)

Can the tenure clock be stopped multiple times? (Limit?)

Is the clock stoppage optional or mandatory? (How is the decision made if optional?)

Postpone post-tenure reviews

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant)

Relationship to other policies (e.g., sick leave or vacation) disability, FMLA

Is the policy discretionary, and if so, who has discretion? Department chair must approve teaching release.

Any omitted elements of the policy? (Please give specifics)

Useful facts, quotations, or motives for developing the policy

University of Michigan

Year current policy adopted 1990; revised 1992

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Tenure-track faculty

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) Childbirth and dependent care

Required level of childcare (e.g., 50% or majority; could two people qualify?) Not specified; apparently

Age requirements for adoption none specified

Is the person's original job guaranteed? No mention

Teaching release (if so, specify amount) full release from regular teaching in term when delivery is anticipated; faculty member is expected to do committee work and other activities, as feasible and reasonable

Paid leave (if so, for how long, at what level?) Full pay during term of delivery; unpaid, otherwise

Communal funding for paid leave (yes or no) no mention

Tenure track stoppage (yes or no) yes

Can the tenure clock be stopped multiple times? (Limit?) No; one year total

Is the clock stoppage optional or mandatory? (How is the decision made if optional?) Automatic (on request) for birth mother; must be requested for parental leave

Postpone post-tenure reviews apparently not

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant) yes, for birth mothers "The University's Sick Leave Policy provides faculty with a paid leave plan for disability due to pregnancy, childbirth or related medical conditions. However, the difficulties involved when a faculty member is responsible for delegating or reassigning teaching responsibilities during a sick leave period may effectively preclude its full utilization....[Therefore], a pregnant faculty member shall, upon request, be granted a period of modified duties without a reduction in salary." <http://spg.umich.edu/pdf/201.93.pdf> (p. 1, downloaded 2/11/04)

University of Michigan, continued

Relationship to other policies (e.g., sick leave or vacation) paid leave is under sick policy

Is the policy discretionary, and if so, who has discretion? Tenure stoppage automatic on request from birth mothers; for parental leave, must at discretion of dean or provost

Any omitted elements of the policy? (Please give specifics)

Useful facts, quotations, or motives for developing the policy

“In recognition of the effects that pregnancy, childbirth, and related medical conditions can have upon the time and energy a woman has to devote to her professional responsibilities, and, thus, her ability to work at the pace or level expected to achieve tenure...”

<http://spg.umich.edu/pdf/201.92.pdf> (p.1, downloaded 2/11/04)

Stanford University

Year current policy adopted 2001

Type of faculty covered (only tenure track? Part-time? Only pre-tenured faculty?) Tenure-track faculty

Policy scope (does the policy also cover maternity leave? Leave to care for parents?) Parental leave and maternity leave policies

Required level of childcare (e.g., 50% or majority; could two people qualify?) “Substantial and sustained” defined as at least 20 hours per week during working hours

Age requirements for adoption five or younger

Is the person's original job guaranteed? Apparently yes

Teaching release (if so, specify amount) yes, during quarter of child's arrival; full pay, no teaching, but must do other duties (unless qualifying as disabled during period surrounding birth)

Paid leave (if so, for how long, at what level?) Yes; for 90 days after arrival of child. May be extended up to a year without pay.

Communal funding for paid leave (yes or no) none mentioned

Tenure track stoppage (yes or no) yes

Can the tenure clock be stopped multiple times? (Limit?) Apparently for one year only unless parent takes a leave without pay.

Is the clock stoppage optional or mandatory? (How is the decision made if optional?) On request for parental leave, requested within one year of the arrival of the child. If the faculty member takes a leave without pay, the tenure clock automatically stops for the duration of the leave.

Postpone post-tenure reviews no mention

Some version of Active Service Modified Duties (if so, describe the parameters of the plan and also how the parameters are determined, e.g., the department chair or the applicant)

Relationship to other policies (e.g., sick leave or vacation) yes; disability for childbirth

Is the policy discretionary, and if so, who has discretion? Extension: apply to provost

Comments from survey

Comments have been edited to remove identifying information, but are otherwise verbatim.

Yes, I had a child. No, I got no adjustments to my work load or extension to my tenure clock. My supervisors were at best described as hostile and very family unfriendly (which they remain to this day). For example, I gave birth to a severely ill child (by C-section) who remained in intensive care for 6 weeks after birth and then returned home critically ill for about a year. A colleague of mine had open heart surgery at the same time. He was given class release and I was given nothing (even for the C-section). When I inquired about this I was told the colleague had a real illness. Further, I was told I probably shouldn't have carried the pregnancy to term since we knew the child would be ill. When I asked HR about this they said there was nothing they could do. When I went to University Legal counsel he said that they had done nothing inconsistent with University policy and it wasn't his job to change policy, just to defend it.

This was before any university maternity leave policies (after my tenure). I essentially used my sabbatical during the first pregnancy birth, & the second one worked out with a research quarter plus the summer right next to it. Supervisor did not encourage me to take any leave due to me, but said do what I needed to do, but expectations of me were still the same as anyone else. It hurt & slowed my career progress without any formal relief.

One course reduction and a one year extension on tenure clock. I felt good about it all. I had two colleagues as prior examples and just basically asked what they received. I hope taking a leave doesn't affect my tenure. It doesn't seem to have affected my third year retention. A positive experience for me so far.

I ended up moving from a visiting faculty line into a staff/faculty combination situation for the sake of financial stability. I may not be the ideal person for your study, as I was never actually in a tenure track position, and won't likely be in the future. I have a contract that is 75% administration, 25% faculty. So, having my second child early in my academic career absolutely changed my academic track. I ended up choosing salary and stability (thus sacrificing some time with my children) over flexibility and academic autonomy.

I had kids when I was a grad student. And I am having sufficient difficulties with one of those kids right now (a teenager) that I am considering asking for a caretaking part time leave. This will be interesting.

I have given birth to two children. Teaching release both times. No adjustments made to service, research, or tenure clock. With my first pregnancy I was not encouraged to take leave or receive any other changes in my work obligations. I went to the chair of my department and asked how we should handle my pregnancy given that the child would come in the middle of the semester. The chair was totally unclear as to what to do. He said he would speak with the Dean of the College. He only got back to me after I asked him several times what to do. In the end the Dean told him to give me the term off in which I delivered. What this meant was not made clear to me. I asked the chair many other questions regarding the tenure clock, paid leave time, unpaid leave, etcetera. I got confusing and contradictory information. For example, he told me I could not stop the tenure clock. He told me that I could only request to do so if I took unpaid leave. This was not an option I could afford. I spoke with the benefits office and got mixed information depending on who I spoke with. The most clear information came from Susan Olson, VP

Academic Affairs, who was helpful in that she informed me of the possibility of using paid sick leave. However, the amount of days I had accrued would not cover the entire term and so I still needed to make arrangements with my chair as to whether or not I would be responsible for teaching part of the term or not. After my child was born several faculty members who might have children in the future, and who wanted clarification regardless, asked for clarification of policy regarding the tenure clock. By the time we got an answer, i.e., that one could ask for the tenure clock to be stopped if a semester of leave was taken, paid or unpaid, it was very late for me to take advantage of it. The unclear and contradictory information I received from the chair (and the benefits office,) contributed to what I feel was unfair treatment by my fellow colleagues in the department. In part this may have been the case because they did not know the condition of my leave of absence. It was also due to their ideas about women/mothers in academia. The term during which I had my first child I continued to serve on several committees (at least three active committees) and fulfilled all my obligations. I also wrote and submitted an essay for publication. Nevertheless, my release from teaching during the term I delivered, as well as the opinions that colleagues formed about me as a faculty member who had a child (especially pre-tenure), played a significant role in my tenure case.

When I initially told my department chair I was pregnant, he informed me that I would not be excused from any teaching days around my delivery because a senior colleague had already been granted a sabbatical in that semester and “a sabbatical trumps having a baby.” I was granted an extension to my tenure clock from the university. However, my department chair put me up for tenure this year without regard for the extension and I was voted down by my department. Although the university concluded that this year was not my mandatory up-or-out year and I was entitled to reapply for tenure next year, I have found another job and will be leaving in May.

I had a child 3 weeks before the start of the semester and was scheduled for a full load that semester and was also appointed chair of the faculty recruiting committee. My department chair told me that while I could request unpaid leave, I would not be respected if I did so. He also instructed me not to breastfeed my child, as it would interfere with my work. I applied for an extension to my tenure clock. My department chair neglected to forward that request to the university, and so, several years later when the chair sent it on, the university declined the request since it was not submitted in a timely fashion. After I hired an attorney, the university gave me the extension.

No, I did not have a child here, but I did have two children while in a tenure-track position at X. The differences in attitudes was striking — much much better at X. Had I planned a larger family, then the U’s policy would have been a big negative in my considering accepting my current position. In fact, as I’ve been promoted here, the fact that there was no apparent impact of my having children on my productivity has been noted positively by my (male) colleagues. However, I did take off between 4 and 6 months for each child. Being able to recuperate (and celebrate the joy of a new child) allowed me to come back to work eager to dig in and work hard. A parental leave policy is long-overdue here, and I strongly support a major change in our university’s current policies.

We have not had a child but we are planning to in the near future. I am looking forward to your progress. I have asked the dean about this issue and the response was supportive but the dean did not offer any reduction in teaching load. The dean did offer to rearrange the load for me (I would have to make up any classes I missed due to leave). In addition I asked about stopping the clock for a year and the dean said that the faculty would have to vote on this issue. This is a bit worrying. There seems to be very little support for it here.

It was many years ago, and my babies were born in the summer, so no one thought anything about it.

I had six weeks paid maternity leave after our son's birth. I returned to my regular teaching and research duties at the beginning of spring quarter. My department chair and my departmental colleagues were very supportive. My department chair found coverage for the course I would have otherwise been teaching. My son was born five years after I earned tenure so it was clearly not an issue for my tenure review. I was promoted to full professor two years after my son was born. Again, I do not believe my maternity leave affected my promotion.

I tried to "do" this [develop a policy] in my college but they would not (they being the females) think of it - didn't want to be "special." A univ. policy is needed. First child: prior to tenure (no extensions "allowed" at that time); bought out time with research grants to get out of teaching one semester. Had kid in Nov. (grad student finished class with my help; I paid him) and went back to teaching in spring quarter (March). Lucky I had no problems and could work from home and come in once a week with baby. Second child: after tenure; could have taken an extension but didn't. During pregnancy bought out of one class (I was scheduled to teach two dept classes and committed to a special topics; thinking there was no way I could do all that, I bought out one). In terms of classes, taught one day a week for an extended period to finish earlier than normal quarter schedule; second class was with law school (special topics) which already got out earlier (again, because of quarters). Had baby a week before graduation. So then it was summer and I worked from home again and came in once a week for a while to keep up with research and still get paid. what leave? Dept. chairs (two different ones) were both responsive to my needs and helped me (although I did have to buy out a class since they didn't "count" the special topics; in hindsight that didn't seem fair). My colleagues were helpful and supportive; when I brought the first infant to a faculty meeting one of my "grandfather" colleagues held her the whole time. Was not a factor in tenure. Second child definitely slowed the productivity for promotion ...

With my first child, my department head did not encourage me to ask for the tenure clock extension. However, I did request the extension after the child was born, and I did receive that extension. Sometime after receiving the extension, I went up for 5th year review. I did not feel that my department treated me negatively for having had an extra year. However, my Dean's letter to the University Vice President on behalf of my 5th year review case clearly noted the fact that I am was my sixth year (rather than 5th) in the first paragraph of the letter. Although it is also stated that my clock was extended due to maternity, I feel that this information should not be included in letters/files regarding an individual's retention and promotion cases. I feel that the explicit inclusion of information about granted maternity leaves acts to undermine the intention of the extension in the first place. If the university grants an individual a tenure clock extension

due to maternity, paternity, or any other condition, the individual's case should not be treated differently than any other individual facing the same hurdle (i.e., in the case of 5th year review, it should simply be stated that the individual is coming up for 5th year review, without any caveats). Otherwise, the extension should not be offered in the first place. As and aside: I shared my letter with several senior female colleagues (from various top universities) in my field, and was told that the verbiage is potentially litigious. I have no intention to pursue this route, but I was happy to hear that I was not alone in my perception of the inappropriateness of the letter's opening paragraph. I have since given birth to a second child, and did request another extension on my tenure clock. My tenure case has not yet come up, so I cannot yet comment on the impact of my second extension on my case. We all know the time, effort, and stress involved in earning a PhD from a top university and working as a junior tenure-track faculty member in an academic community. I feel that maternity/paternity policies are absolutely necessary if (child-bearing) female faculty are to be successful in work and life. However, I think that many universities/colleges implement the policies in a way that results in little benefit for the recipient. For example, if a female faculty member is encouraged to take an extension, but does not take it, her case may be viewed more toughly by her superiors since they may feel that she would have been better off following their advice. On the other hand, if she does take the extension, her case may be reviewed with the attitude that she had an extra year, and therefore should be expected to have produced more. Having been through the many facets of having children, including trying to get pregnant, pregnancy, birth, nursing, and a number of miscarriages along the way (and, following the miscarriages - many, many visits to specialists and for extra appointments to closely monitor subsequent pregnancies, and hours spent trying to park at U hospital!), there is no question about the short- and medium-term impact of having children on a mother's (and potentially father's) productivity. If this means that we don't want child-bearing women as a part of university faculty, then so be it. If, on the other hand, female childbearing faculty are a valuable part of the institution and culture, then I feel that changes in policy and attitude need to be made.

For first child, had research leave - though didn't get a lot of research done. For second child, taught one course and transferred second course to summer quarter. No extensions to tenure clock or course releases. My supervisor was very supportive. Since I took no "official leave" it didn't come up at tenure time but I did get tenure just by the "skin of my teeth." (Where does that strange expression come from?)

We brilliantly scheduled the birth for the end of May. Since I was not even a tenure-track faculty member (but a staff person trying to develop a job) I didn't ask for any accommodations. I continued my administrative responsibilities all summer -- but I brought my baby to work everyday throughout the summer. I continued to have him in my office half-days all fall (til he was 6 months old). And, no one ever suggested that this was inappropriate. (The baby's father worked in the office next to mine, and assisted in child care when I had to go to a meeting or class.)

I had 2 children while in graduate school. I believe the obstacles to women faculty begin much earlier than when they become faculty. My most difficult time was as a postdoc, when because of

low pay I could barely afford to feed my children and didn't have access to quality daycare. I was even on federal welfare (WIC) for awhile.

I asked for a reduced teaching load for a semester based on my previous teaching which exceeded the required amount. My request was declined but I was assigned an extra teaching assistant for the course. No leave was encouraged or discussed by the chair. In fact some of my colleagues asked me how I was going to run a research lab if I took 6 weeks maternity leave. My son was born on a Tuesday and I returned to work (part time) the following Monday.

None, not even maternity leave. I already had tenure. I brought my son to meetings and had day care for the hours I was in class.

I had my daughter after Ph.D. and before taking my faculty position.

I'm glad that someone is working on this.

I had two children. The load did not change. The department allowed me to change my schedule so I taught in the Summer instead of Spring, for example. I already had tenure at that time. My department chair was very supportive. She worked with me to find a new teaching schedule so I could have a large chunk of time off right before and after the childbirth.

I gave birth to my one daughter in 1987, which was my second year as an tenure-track faculty member. 1987 was before the FMLA or our current policy was in place. My department routinely gave one quarter of released time to new faculty in their first year, so I tried to time my pregnancy for my spring quarter off. Biology did not cooperate, and I got pregnant with a September due date. At that time I was not aware of any maternity leave per se at all. Instead, I competed successfully for a quarter's research leave under a program my college sponsored at the time, without mentioning my pregnancy. I was luckier than some in that I did have the quarter off before I returned to teaching, but it wasn't all great. My daughter arrived at the very beginning of the quarter, and typically, I had grossly overestimated the amount of time, energy, and focus I would have for doing research with an infant who was colicky for the first few months. I was not able to complete the research project I had promised to do. I believe that my chair was aware of my plan and was supportive. The "failed" research project was long enough before I came up for tenure in my fourth year (since I came in with some prior service elsewhere) that I could recoup ground by that time. The biggest negative side effect (not a huge one, admittedly) was that for several years afterwards I felt deterred from applying for another research leave from the college, fearing I would be rejected because I had not successfully completed the one I had had in 1987. The bottom line is that using a research leave as a substitute for a parental leave is not a great idea for either the individual or the institution, but it was better than no leave at all.

I was not given any leave 16 years ago, and was denied tenure, appealed at a considerable cost, won the appeal, and am still here.

I haven't had a child, but that doesn't mean that I don't want to.

I got an extension on tenure because I took FML for 12 weeks and that is the HR policy. It took 10 months for the extension to become formal. It seemed the department did not know how to handle this. I received very negative messages and feedback about my leave, including statements like, "You didn't plan this well. This really puts a burden on our faculty." When I returned, I had to prove myself by taking on extra work and never bring up the fact that I gave birth to two children and only took off 12 weeks.

I have had two children as a faculty member on campus, both while trying to get tenure. The second was a complicated pregnancy, which ended with me delivering 7 weeks early preceded by one week of hospitalization. For both, my tenure clock was stopped. My first child was delivered at the end of my first year on the job. My department head was extremely supportive. My husband, who also teaches in my department, covered my teaching for the first term following the birth of our child, which allowed me to work part time. In essence, my husband and I split my job. As I am the main wage earner, this was critical for us. At this time, I only had two graduate students and did not serve on any committees and was able to manage everything very well. For the second birth, things were MUCH more difficult. When my second baby was born I had six graduate students and was serving on six committees. Although my department head (not the same one as when my first baby was born) agreed to allow my husband to teach most of my course load (I agreed to teach one graduate course), the rest of my work load was much greater than with the first birth. Fortunately, the baby was born just before the Christmas break, so I had a few weeks before I had to return to work. I also asked to be removed from one committee, but was expected to continue with the other committees and supervising graduate students. Very quickly I became exhausted. Although I continued to meet graduate students *at least* once a week, I was late for a few meetings (I always called to say I was running late) and actually missed one meeting. As a result, two of my graduate students complained to the department head, who asked me to meet with him and each student. During these extremely stressful and exhausting meetings, the students made many false accusations (proven false with documentation) and inappropriate comments with no consequence. One student actually commented that "if you hadn't been breast feeding, you wouldn't have missed the meeting." Nothing was said to the graduate students regarding the inappropriateness of this comment. As a result of these meetings, it was suggested that I take a two month unpaid leave. My department head was actually the one to investigate for me and find out that I could use my sick leave to cover my pay during this time. Unfortunately, this used up all my accumulated sick leave, leaving me and my family in a somewhat risky situation if anything were to happen to me in the next few years. In retrospect, the leave was unfair, as I continued to teach one course and served on committees during this time. As well, I had to constantly remind people that I was on leave and not available. People called me at home constantly. My other teaching continued to be covered by my husband. So, the only thing my leave excused me from was actually meeting with graduate students. At the time, I was just so relieved to be able to say "no" to at least some of my commitments that I accepted this. However, now that I am well rested and can look back over that time period with clearer vision, I see that this situation could have been dealt with much better. You may wonder why I did not try and schedule a leave earlier, but I called the Benefits Office and asked about maternity leave and they just laughed. I think the problem was that I just used the wrong terminology and they thought I was asking about paid leave. I did know that I

could take unpaid leave, but I did not realize that I could use my sick leave and vacation to cover my salary. Because I was still the main wage earner in my home, unpaid leave was not possible.

My husband and I adopted a newborn child. In addition to all the usual needs of growing children, he has needed additional help due to developmental delays. We have been at the U for many years and adopted after we already had tenure and both had half-time commitments at the U. We have managed (sometimes barely) to juggle our family responsibilities and our faculty duties. In general, we taught different courses and participated in different committees at different times to cover our academic responsibilities without taking any leave. My husband has taught as before and has continued to be involved in research although at a slower pace. I have been very minimally involved in research and teaching since becoming an administrator a few years ago. Our colleagues were surprised by our adoption but supportive. However, our research suffered and consequently our departmental standing suffered. Such is life. We do not regret our decision.

My children were due one day after the semester ended (we planned it to work out like that--and were lucky). I did plan the final exam 1 week early in the second baby's case, just in case she came early. It was uncomfortable to teach right up to the due date, but that way I was able to enjoy more time off after the birth. My second pregnancy was much worse than the first. For both, I was very sick and huge. For the first baby, my chair provided me the option to begin teaching the spring semester in March, so it was a condensed course taught two evenings a week. Then, I taught a summer class to make up for the second course I would have taught in the spring. For the second baby, she was born just as the summer began, so I took the summer to recuperate. I had also just received Tenure, and I applied for a Faculty Fellow Award for the fall, and a sabbatic leave for the spring. I was fortunate to receive both--so the whole year I did not have to teach. I was given the option of a 1 year tenure clock stoppage for the first child, which I requested and was granted. It did not seem to be a problem in my tenure case. I waited to time the second child's pregnancy for just before I turned in my RPT materials. My supervisor has been good about these situations (she doesn't seem excited or congratulatory, but she doesn't give me a hard time either). There was one exception, she did panic at one point and we got into a little tiff about when my due date was. I assured her I knew my own due date and it would not interfere with my class schedule. I had also arranged for two TAs that semester, one of which was a Grad Fellow, who was co-teaching the class. She did not have to do more than 2 lectures during the semester, however. I did receive some comments from colleagues who said things like "I waited until after tenure to have kids." (That person is no longer here, but he and his wife were too old to have children so they had to adopt from china for \$\$\$\$ big bucks). Another male faculty member seems to be overly concerned about female junior faculty reproduction. He has mentioned to one of my colleagues who had her children before tenure that he and his wife waited until he had tenure. I should mention that I would love to have a third child, but I'm pushing 39 so it may not happen for us. The space between my children was due to my professional obligations and desire for tenure. So, my family structure has been affected by my job.

Adjunct at the time, so no accommodation.

I am an assistant professor. Although I haven't had any need for the 'parental leave' policy, I would like to add that I think this University is SORELY BEHIND in attracting and retaining productive women faculty. It is an embarrassment!

I was released from teaching one semester (1 course) but I continued with my admin responsibilities (50%). It was after I was tenured, but was 12 years ago when there were no policies in place - my department chair (male gender) was very flexible and supportive - I was also the only female faculty person having a baby - and that was the case for a long time - until about 5 years ago and now we have had 6 babies in the department 5 to 4 female tenure-track professors. There is a clearer policy in place now. The female untenured professors have been given an extra tenure year.

Extension of my tenure clock, but my husband who is also on faculty was not given the same consideration. One sad thing about this extension is that the only reason that it was granted is because I had complications during my pregnancy. So, if I had not had complications I assume that my request would not have been granted - even though the impact of the pregnancy may have been the same. My Department Chair encouraged me to submit the paperwork to extend my tenure clock since she was aware of the difficult circumstances surrounding my pregnancy. My colleagues have not made any comments, negative or positive. Here are some additional thoughts on this policy: Perhaps, the U should consider a one time "automatic" extension for changing life circumstances (whatever they may be) and then some "justification" after the one time extension. I don't know what the answer to this problem is, I just know that I have had many colleagues express frustration with this policy, especially if their depts were unwilling to allow for flexibility. Also, another part of this policy needs to take into consideration multiple children - right now most depts seem to be okay with one "clock" extension, but what if you have (or adopt) more than one child?

I am planning on this and would love to hear any information you have.

I have been involved in a conversation with a junior female faculty member in her 30s dithering over the notion of having a child when midstream in the tenure process. With two female colleagues who do not have children, and very few models how to pull this off, she was quite confused and sort of disposed to not start even thinking about this til in her late 30s. I said I did not think this was a great plan. She got the idea that even bringing up the subject was, what, unprofessional.

I elected not to have a child until after obtaining tenure despite seriously considering doing so beforehand. I know many reach a similar decision. Essentially, I felt several members of the faculty would not support a pregnancy, with or without leave, as it would likely represent an interruption in scholarly productivity. I gathered that any decision to have children before tenure would be seen by my colleagues as a demonstration of questionable priorities and thus came to the conclusion that the risk was too great before tenure. In fact, unless the university manifests some overall climate change, it seems likely that some individuals will be judged for diminished productivity even WITH a prearranged leave of absence.

We plan to have a child in a near future.

As a new woman faculty member I would like to thank you for your effort to develop a policy on parental leave. I will look forward to hearing about how this policy develops, and while I have not had a child since arriving I do have a 20 month old son and have considered having another child in the next few years.

No extension to the tenure clock. No leave was offered. It was not a factor in my tenure evaluation.

For my first child, I petitioned for and received a one-year extension on my tenure clock. I did not have any adjustment to my teaching load. My first child was born at the end of spring semester, which allowed me to have some time over summer since I have a 9 month appointment. My 2nd child was born at the end of fall semester. The chair of my department "allowed" me to take a family medical leave for part of spring semester. I had enough sick time accrued to take 12 weeks. However, I was not allowed to take 12 weeks. In fact, I felt quite taken advantage of because I had to sign something saying that although I was entitled to 12 weeks of unpaid leave, because I was in a faculty position, and it would be difficult to shift my responsibilities for an extended period of time, I really wasn't allowed any time off. I had the same teaching and research responsibilities. I am pretty sure this is illegal but since it was pre-tenure, I really didn't feel I could challenge the dept. chair on this issue. The chair of the department was not very supportive. Her main concern was the headache I was creating for her and making sure I didn't shirk any of my responsibilities, even though I wanted (and would have taken unpaid) 12 weeks leave (which I believe I was entitled to under the family/medical leave act). When I called human resources for some support, they said it was entirely up to my department chair and there wasn't anything they could do to help faculty. So a formal policy is desperately needed! However, I have had a positive tenure vote since then.

I was given a semester off of teaching both times I had children. Generally everyone was supportive (my chairman was very supportive). I did get some negative comments from some of my colleagues about "getting out of teaching" as well as some committee duties that I had. It seemed that many of my male colleagues did not appreciate the fact that I was awarded leave. To be honest, I was happy that I had tenure, so that this would not be an issue.

I took FMLA, using as much sick and vacation time as I had, then took unpaid leave. Will do so again in about a week. (I am not in a tenure-track position.)

My children were born 30 and 33 years ago, and I really don't think the experience so long ago is germane today. But I applaud your efforts and look forward to the outcome.

I have not had a child, however I was run over by a car in an auto/pedestrian accident, which resulted in surgery, a long recuperative period, and ultimately in a permanent disability. FMLP following surgery. The Chair will tell you that he was very sympathetic to the surgeon's imposed time off work. After that, I was expected to fully perform as he wished. The previous Chair had sanctioned my medical time off, but when the current Chair came into power he was furious that

I had been granted leave. My untenured colleagues were and still are afraid of the Chair, (their goal being tenure) so they followed his lead. The department chair despised me as a slacker and had no compassion whatsoever for my disability because he viewed me as all other fully healthy faculty members.

While I have not been pregnant while on faculty here at the U, it seems that parental leave policies are relevant to those of us who may become pregnant. As a non-tenured faculty member, I can say that how leave policies and tenure policies are linked are of great concern. For example, although leave may be taken and the tenure clock can be paused, there are not necessarily viable options for women, particularly if we want to remain on an upward bound career trajectory. A year off the tenure clock has severe ripple effects that can be detrimental to research agendas and subsequently publications. As these policy discussions continue, I hope that there are voices at the table asking questions such as, what are the unintended consequences of the proposed policies? How do policies intended to be supportive disadvantage women at this institution long term?

I took a little time off for adoption but couldn't afford an unpaid leave. My supervisor was supportive, but other colleagues less so. FMLA is a great step forward, but lack of funding really limits its usefulness, especially for single parents.

My workload did not change. Initially, I was discouraged from extending my tenure clock. When I tried to extend it after the fact, my supervisor and colleagues pretended that it hadn't happened. No one offered to help teach my class. I had to find TAs myself to help out.

For my first child, I took 6 weeks off. I had my two weeks of vacation and 6 days of sick leave. I then had no pay for the rest of the time. I did not stop my clock for tenure. For my second child, I took three months off using a combination of sick leave and vacation. I did stop the clock. Taking leave was especially difficult with the first child. I was made to feel that I owed clinic coverage to just about everyone for two years after my delivery because I had taken time off, even though I was unpaid. For child number two, I was on the RPT committee and became aware that you could stop the tenure clock and was encouraged to take advantage of the policy. I believe that there should be some amount of paid parental leave. We are required to give our female residents 6 weeks of paid maternity leave and 2 weeks paid for men. Our faculty, on the other hand, have to cobble together a leave using vacation, sick leave, unpaid time, and bargaining with their individual chairs.

I wasn't informed about any possible adjustments to my clock, but I didn't ask, either.