Legislative History—Policy 6-315 Revision 2

(Faculty Parental Benefits -- Leaves of Absence with Modified Duties and Review Extensions)

Prepared by Bob Flores, for the Institutional Policy Committee, June 2011.

The proposal, for Revision 2 of Policy 6-315, was approved by the Academic Senate May 2, 2011, and approved by the Board of Trustees May 10, 2011, with a designated effective date of July 1, 2011.

Contents:

Additionally, two documents which were considered by the Senate and Trustees in adopting this revision of Policy are available at these locations. The Utah Education Policy Center conducted a survey and analysis related to this Policy, and the results were reported as part of the project of revising this Policy.

Parental Leave Policy Evaluation—Utah Educational Policy Center 2010.

Executive Summary & Update
http://www.regulations.utah.edu/academics/appendices_6/UU-Parental%20Leave-UEPC%20Exec%20Summary-%202011-01-18.pdf

Full Evaluation Report
http://www.regulations.utah.edu/academics/appendices_6/UU-Parental%20Leave--UEPC%20Evaluation%20Report-2011-02-14.pdf

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Academic Senate April 4 & May 2, 2011. Executive Committee February 28 & March 14, 2011.

Checklist & coversheet form—for submitting to Academic Senate Executive Committee

Proposal for addition/revision of University Regulation.

1. Regulation(s) involved *(type, number, subject)*: **revised Policy 6-315 (Faculty Parental Benefits—Leaves of Absence with Modified Duties and Review Extensions)**

2. Responsible Policy Officer *(name & title)*: **Sr. VP's David Pershing & Lorris Betz**

3. Contact person(s) for questions & comments *(name, email, phone#)*: **Susan Olson, Assoc. V.P. Academic Affairs, susan.olson@utah.edu, 581-8763**

4. Presenter to Senate Exec *(if different from contact person. name, phone#*

5. Approvals & consultation status.

a. Administrative Officers who have approved *(VP/President, name & date)*: **Sr. VP's Pershing & Betz, Pres. Young**

b. Committees/Councils/other Officers consulted: **Presidential Commission on the Status of Women, Council of Academic Deans, Academic Dept. Chairs, Institutional Policy Committee, Office of General Counsel**

6. Check *YES* or *NA* (not applicable) of documents submitted--- *(In digital form. Preferred file format MS Word doc. Special exception allowed for PDF format if previously arranged.)*

Yes Explanatory memorandum *(key points of proposal, rationale)*.

YES VP/Presidential approval signatures *(separate sheet, or affixed to memo cover).*

Yes Text of proposed Regulation addition/revision.

Yes (If revision of existing Regulation) text changes are *clearly marked*, using *permanent* font markings *(not MS Word 'Track' Changes non-permanent markings).*

Date submitted to Senate Office: **Feb. 22, 2011**

The Executive Committee will consider whether the proposal is ready for presentation to the full Senate, and if so will schedule it for a subsequent Senate meeting either as i) a matter of academic significance-- set on the "Intent" & "Debate" Calendars over two monthly meetings with final "approval" voting at the second, or ii) not academically significant—set on the "Information" Calendar for a single monthly meeting, with opportunity for questions and recommendations. See Policy 1-001 http://www.regulations.utah.edu/general/1-001.html ; Rule 1-001 http://www.regulations.utah.edu/general/rules/R1-001.html ; Senate procedures http://www.admin.utah.edu/asenate/index.html . Further information-- Senate Office: Nancy Lines 581-5203 nancy.lines@utah.edu.

Please forward
Michael Kipps
2/28/11

Please forward
David W. Pershing
2/28/11

THE UNIVERSITY OF UTAH

Associate Vice President for Faculty
201 South Presidents Circle, Room 205 Salt Lake City, Utah 84112-9007 (801) 581-8763 FAX (801) 585-6812

Memorandum

TO: Senior Vice Presidents David W. Pershing and A. Lorris Betz

FROM: Associate Vice President Susan Olson, Associate Vice President Richard Sperry
Susan M. Olson

DATE: February 19, 2011

[*Updated March 26, 2011*] **[Further updated May 2, 2011.]**

SUBJECT: Review of Parental Leave and Proposed Revisions to Policy 6-315

University Policy 6-315 on Faculty Parental Leaves of Absence for all colleges except the School of Medicine was adopted in 2006 and revised in 2007. The Policy included a commitment to conduct a review after three years. That review has now been conducted, somewhat delayed to take advantage of an opportunity to have the Utah Education Policy Center ("UEPC") conduct research of a far more comprehensive scope than otherwise would have been feasible. We now present both the results of that UEPC research, and a proposal for revising Policy 6-315 based on information gleaned from the UEPC research as well as four and one-half years' experience administering the existing Policy.

In this memo we briefly highlight the findings of the UEPC evaluation and summarize the proposed revisions to Policy 6-315

The UEPC project was carried out during 2010 by Associate Professor Andrea Rorrer, and Ph.D. student Jennifer Allie, who has both professional experience with and a scholarly interest in parental leaves.

The full report of the UEPC evaluation is available online.
(http://www.regulations.utah.edu/academics/appendices_6/UU-Parental%20Leave--UEPC%20Evaluation%20Report-2011-02-14.pdf)

An Executive Summary of the UEPC evaluation is attached and is also available online.
(http://www.regulations.utah.edu/academics/appendices_6/UU-Parental%20Leave-UEPC%20Exec%20Summary-%202011-01-18.pdf)

The proposed revisions to Policy 6-315 and the new application form are attached. The existing Policy may be seen online. (http://www.regulations.utah.edu/academics/6-315.html)

Highlights of the UEPC Evaluation

The UEPC team gathered data regarding the University community's experience with the parental leaves policy by using web-based surveys, focus groups, and interviews.

Survey respondents at-large and those who volunteered for focus groups overwhelmingly supported the policy and its use and believed the policy was being fairly used. Respondents, who

included individual faculty who had taken the leave, those who planned to take the leave, and those who neither had nor planned to take the leave, perceived that their peers also generally supported use of the policy. According to participants, the policy appeared to be helpful in retaining women and younger faculty members. On the other hand, the policy is still not sufficiently well known on campus. Even among faculty who reported a birth or adoption event at a time relevant for this policy, 38% were unaware of the policy.

Several other issues regarding the use of the parental leave policy surfaced in the evaluation. First, faculty members who have used the leave perceived themselves as having done more university-related work during the leave than unit administrators perceived faculty to have done. Second, guidance on the nature and expectations of the modified duties is needed for faculty and academic units. Next, department administrators would like to get more resources from central administration to cover replacement costs. Fourth, it may be beneficial to instruct external and internal RPT reviewers more explicitly how to take a parental leave or tenure clock extension into consideration in assessing a record. Finally, there may be a need to ensure fair play in decisions by some academic units to pay the full amount of salary rather than the 95% guaranteed in the policy, to attain consistency within (and possibly across) departments.

While the response rate (15%) to the survey was not high, 185 faculty members responded. Of those who responded to the survey, 73% had not had a qualifying event since 2006 when the parental leave policy was adopted. Though the response rate was not as high as the researchers worked for, they concluded that a low response rate is not equivocal to nonresponse bias, particularly when the responders reflect the possible survey pool. The researchers recognized that the overall response rate for this survey was likely impacted by several circumstances common to organizational research and evaluation, including misalignment of topic with faculty interest, immediate need or ability to provide data, use of web-based survey, and busy and already over obligated faculty. Despite the lower response rate, the researchers are confident that the data is sufficient to demonstrate the lack of strong negative feelings about the policy as well as the support for it. Questions were included to give respondents an opportunity to voice opposition, if they chose. Indifference to the policy, manifested as not bothering to respond to the survey, suggests it has become an accepted feature of the University.

<u>Proposed Revisions to Policy 6-315</u>

The attached revision of the policy has been extensively reorganized to conform to the new format of University Regulations adopted in 2008, and to make its provisions clearer. The provisions applicable to *leaves of absence with modified duties* and to *extensions of the RPT probationary period* are separated to make clearer that an eligible faculty member may take either one without the other or both. To close the gap between the perceptions of the faculty member and the unit leader about what work faculty are doing while on leave, faculty members will be encouraged to submit a written statement of the duties they expect to continue, if any during a leave of absence with modified duties.

Probably the most important proposed revision would extend the amount of time in which a faculty member who requested time off but deferred a request for a tenure clock extension is allowed to make that decision. The reason for allowing a deferred decision at all is that especially first-time parents may under-estimate the time demands of having a child. The policy currently requires that a decision on whether to extend the clock be made within three months after the child's arrival. Feedback suggests that in those first three months the new parent may be so focused on the baby that the faculty

member could easily forget about that deadline. The proposed revision would allow a decision about requesting a tenure-clock extension to be made in the six months following the child's arrival or before the steps begin for the first formal review following the leave of absence, whichever is earlier.

Another revision would change the nomenclature of and clarify the definition of a faculty member eligible for benefits based on being a care-giver. What has been termed "primary care-giver" would be changed to a more neutral term, "eligible care-giver." Following the advice of Compliance Accounting office, the policy does not state an exact number of hours of care-giving, but requires providing "the majority of child contact hours during the faculty member's regular academic working hours for a period of at least 15 weeks" to be eligible for a leave and "the majority of child contact hours during time that the faculty member would normally spend on productive scholarly pursuits for a period of at least 15 weeks" to be eligible for a tenure clock extension. (The latter covers faculty members who give birth during the summer, who would not be eligible for a leave, but who lose valuable time they would otherwise be working on research and so should be able to have a clock extension.)

The proposed new language, developed in discussion with the Senate Executive Committee, would add: "Factors that may be considered in applying the child contact hours eligibility requirement include: (i) the faculty member is a single parent with 50% or greater custody, or (ii) although both parents reside with the child the other parent is unavailable to provide the majority of contact hours (e.g., full-time school or employment), and (iii) the child is not primarily placed in childcare during the faculty member's working hours. " Adding this would give potential applicants fair notice of factors taken into account by the senior vice presidents' offices for determining that the applicant will be providing the required majority of care-giving. These factors will also be mentioned in the application form. ***[Update note. By vote at its 2011-05-02 meeting, the Senate deleted from the final version of the revised Policy the proposed passage described above. Those three factors are not mentioned in the final version of the Policy.]***

The provision on unbalanced teaching loads is changed to read:

"A faculty member with a one semester leave should generally teach one-half of a normal load, overall for an academic year. When the teaching load cannot be exactly halved, it is permissible to expect the faculty member to teach the larger portion. For example, if a faculty member normally teaches three courses per year, s/he may be released from one and asked to teach two. "

Finally, in response to a concern raised through the UEPC research, a change is made so that any academic units which choose to provide compensation above 95% during a leave period must now do so in such a way that "similarly situated faculty in the same unit are treated consistently."

<u>Conclusion</u>

The Executive Summary of the UEPC policy review and the proposed policy revisions in substance have been circulated to the deans and department chairs and to the Presidential Commission on the Status of Women for feedback, and reviewed by the Institutional Policy Committee. If you and President Young approve the revisions, they will proceed to the Executive Committee of the Academic Senate and then the full Senate and Board of Trustees.

{final version 2011-05-03, as approved by Senate May 2, & Trustees May 10, 2011}

Policy 6-315: Faculty Parental Benefits--Leaves of Absence with Modified Duties and Review Extensions. Revision ~~1~~ 2 [Effective date ~~March 12, 2007~~ July 1, 2011]

I. Purpose and Scope

To ~~outline~~ establish the University's Policy for parental leaves of absence and extensions of the review timetable for the birth or adoption of children by regular faculty and academic librarians. To maintain the University's general preference of providing leaves for faculty, except for brief absences, in increments of an academic term or semester, consistent with the length of most teaching assignments. Any questions regarding this policy should be referred to the Office of the Senior Vice President for Academic Affairs or the Office of the Senior Vice President for Health Sciences.

~~II. Scope and Effective Date~~

This policy applies for academic librarians and regular faculty in all colleges except the School of Medicine. ~~The effective date of this policy is July 1, 2006.~~

~~III.References~~ *{Drafting note: References are moved to Part V below, without changes.}*

II. ~~IV.~~ Definitions. For purposes of this Policy and any associated Regulations, these terms are defined as follows.

A. "Academic year" is defined for purposes of this policy as August 16 to May 15 for faculty on nine-month appointments and July 1 to June 30 for faculty on twelve-month appointments.

B. "Adopted child" refers to a child under six years of age or a special needs child (as defined here) placed for adoption. ~~"Special needs child" means a child under the age of 18 who is incapable of self-care on a daily basis because of a mental or physical disability that substantially limits one or more major life activities.~~ *{Drafting note: this 'special' needs definition is merely moved below without changes.}*

C. "Annual base salary" means the total compensation approved in advance as the amount payable to a faculty member for normal and expected working time and effort, not in excess of 100% of full-time, for all services to be performed under all assignments during the appointment period. This term does not include compensation for separate assignments during nonworking intervals, approved overload assignments in the Division of Continuing Education, additional compensation for occasional services or payments made pursuant to authorized consulting or professional service contracts. (See Policy 5-403, Additional Compensation and Overload Policy.)

D. "Eligible faculty" is defined as library faculty or regular faculty with appointments that began before the expected arrival of a child.

E. "Library faculty" is defined as academic librarians with continuing appointment or eligible for continuing appointment under Policy 6-300.

F. "Parental benefits" refers to both the leave of absence benefits and the review extension benefits provided under this Policy. "Parental leave benefits" refers to parental leaves of absence with modified duties (including disability leaves for birth mothers and care-giving leaves for all eligible caregiver parents) ~~and/or extensions of the review timetable for the birth or adoption of children~~.

G. "Partner" refers to a spouse or, in the case of unmarried faculty, to an adult who is certified as an eligible partner through Human Resources procedures.

H. "Eligible caregiver" is defined differently for purposes of each type of parental benefit. (1) "Eligible caregiver" for purposes of a *care-giving leave* means a faculty member who provides the majority of child contact hours during the faculty member's regular academic working hours for a period of at least 15 weeks. (2) "~~Primary~~ Eligible caregiver" for purposes of an *extension of the review timetable* means a faculty member who provides the majority of child contact hours during time that the faculty member would normally spend on productive scholarly pursuits for a period of at least 15 weeks. This definition takes into account typical summertime scholarly activities. ~~"Primary caregiver" for purposes of a care-giving leave means a faculty member who provides the majority of child contact hours during the faculty member's regular academic working hours for a period of at least 15 weeks.~~

I. "Regular faculty" is defined as tenured or tenure-eligible faculty under Policy 6-300.

J. "Review timetable extension" refers to an additional year added to the probationary period before a tenure or post-tenure review.

K. "Special needs child" means a child under the age of 18 who is incapable of self-care on a daily basis because of a mental or physical disability that substantially limits one or more major life activities.

~~V. Faculty Parental Leave: Eligibility, NOTIFICATION, BENEFITS~~

~~A. Eligibility~~

~~1. Review timetable extensions under this policy are available to an eligible faculty member who either i) is due to and/or does give birth to a child no later than June 30 of the year in which the review to be extended is scheduled, or ii) is planning to and/or begins to serve as the primary caregiver of her or his own newborn child or a partner's newborn child or of a newly adopted child no later than June 30 of the year in which the review to be extended is scheduled.~~

~~2. Disability leave benefits and the resulting modified duties under this policy are available to an eligible faculty member who gives birth to a child within the semester for which leave is sought or within four weeks before the beginning of that semester.~~

~~3. Care-giving leave benefits and the resulting modified duties under this policy are available to an eligible faculty member who serves as the primary caregiver of her or his own newborn child or a partner's newborn child or of a newly adopted child within the semester for which leave is sought.~~

~~4. This policy does not apply to birth mothers who do not anticipate becoming the legal parent of the child following birth. In such cases, the faculty member may be covered by sick leave and FMLA policies.~~

~~5. Disability or care-giving leave under this policy shall begin no more than three months prior to the birth/placement of a child and shall be completed no more than 12 months following the birth/placement.~~

~~6. Only one University of Utah faculty member is guaranteed to qualify for parental leave benefits for a given instance of childbirth or adoption. {(Note—An explanation of coordination this policy with the School of Medicine policy will be added here, once the SOM policy is in final form.} The qualifying faculty member is only guaranteed one semester of leave with modified duties for a given instance of childbirth or adoption~~

~~7. A faculty member will automatically receive parental leave~~

III. Policy

A. General eligibility for benefits

1. An eligible faculty member is guaranteed parental benefits no more than twice. Any subsequent requests for benefits in conjunction with additional instances of birth or adoption will be subject to the approval of the cognizant senior vice president.

2. Only one University of Utah faculty member is guaranteed to qualify for parental benefits for a given instance of childbirth or adoption. *{Temporary Note to Users—An explanation of coordination this policy with the School of Medicine policy will be added here, once the revised SOM policy is in final form.}*

3. This policy does not apply to birth parents who do not anticipate becoming the legal parent of the child following birth. In such cases, a birth mother may be covered by sick leave and FMLA policies.

4. Exceptions to these and other eligibility criteria below must be approved by the cognizant senior vice president.

B. Notification

1. An eligible faculty member should

a. Complete the Parental Benefits application form and submit it to the cognizant senior vice president. *{link to form}*

b. ~~n~~Notify her or his department chairperson and dean of the application as soon as possible when the application is submitted.

2. A request for a parental leave of absence with modified duties should normally be made no fewer than three months prior to the expected arrival of the child.

~~a request for a parental leave of absence with modification of duties as soon as possible and normally no fewer than three months prior to the expected arrival of the child A request for a review timetable extension may be made at the same time and must be made within three months after the arrival of the child and before external reviewers are solicited or other action is taken to begin a formal review, which is earlier. A Parental Leave application form is available. A previously submitted request for a timetable extension may be revoked by written notice form the faculty member, submitted before the date on which action would ordinarily be taken to begin a formal review in that year's review cycle.~~ *{drafting note: the right to revoke is merely moved to below}*

C.. Parental Leaves of Absence With Modified Duties

1. Eligibility for leave

a. *Disability leave* benefits and the resulting modified duties under this policy are available to an eligible faculty member who gives birth to a child during the semester for which leave is sought or within four weeks before the beginning of that semester

b. *Care-giving leave* benefits and the resulting modified duties under this policy are available to an eligible faculty member who serves as an **eligible caregiver** (as defined for this purpose) of her or his own newborn child or a partner's newborn child or of a newly adopted child during the semester for which leave is sought.

~~C. Parental Leaves of Absence, with Modified Duties (Disability Leave, Care- giving Leave).~~

2. Benefit

a. Upon approval of a parental leave of absence ~~Upon~~ request, an eligible faculty member will be granted a parental leave of absence with modified duties (e.g., teaching, service, and/or research) for one semester for faculty in nine-month appointments or an equivalent period for faculty on twelve-month appointments.

i. The faculty member will be released from professional duties during this period, but may choose to continue some professional activities (e.g., meeting students, doing research, participating in hiring or RPT decisions).

ii. The faculty member who is released from teaching should not be expected to maintain normal scholarly productivity during a semester of modified duties.

iii. The faculty member is encouraged to provide the department chairperson with a written statement of the activities the faculty member intends to continue during the leave, if any (e.g., advising, committee service, and research).

b. The faculty member will receive pay at the rate of 95% of her or his annual base salary during that semester, unless the department or college chooses to supplement the salary above 95% (and any such supplementation must be applied consistently for all faculty members of that unit who take parental leave).

c. ~~If a p~~ Portions of the faculty member's compensation ~~is received~~ from grants or contracts~~, that portion of compensation~~ must be based on actual effort performed for the award, and all award requirements must be met.

d. A faculty member with a one semester leave should generally teach one-half of a normal load, overall for an academic year. When the teaching load cannot be exactly halved, it is permissible to expect the faculty member to teach the larger portion. For example, if a faculty member normally teaches three courses per year, s/he may be released from one and asked to teach two. ~~For teaching loads that are unbalanced across the academic year, arrangements should be coordinated wherever possible such that a leave with modified duties would coincide with the semester with fewer teaching duties~~

e. Disability leave under this Policy shall begin no more than three months prior to the birth of the child and shall be completed at the end of the semester (or 12-week period) for which the leave is sought.

f. Care-giving leave under this Policy shall begin no sooner than the beginning of the semester in which the child arrives and shall be completed no more than 12 months following the arrival.

3. Parental Leave and the Family Medical Leave Act (FMLA)

a. Parental leaves of absence with modified duties under this Policy are substituted for unpaid care-giving leave under the Family and Medical Leave Act (FMLA).

b. Eligible faculty members may in addition qualify for unpaid leave under the FMLA during the same twelve (12) month period, but only in connection with a serious health condition either before or after the child's birth or adoption or to the extent the faculty member has not received twelve (12) full weeks of care-giving leave.

c. Such FMLA leave is normally unpaid except that accrued sick leave must be used. See [**Policy 5-200]** for more information.

D. ~~Extension to~~ Review Timetable~~s~~ Extensions

~~Upon making a timely request, an eligible faculty member will automatically receive a one-year extension on her or his overall timetable for retention, promotion and tenure (RPT) or post-tenure reviews. For an RPT review, an extension applies both to the next~~

~~scheduled review, and the overall timetable for subsequent reviews. An extension taken at any time in a pre-tenure probationary period will extend the date for the final tenure review, as well as any intervening formal review. Faculty members should not be expected to maintain normal scholarly productivity during an extension granted under this policy.~~

1. Eligibility for Extension.

A one-year extension of the pre-tenure probationary period (*i.e.*, tenure clock) or the time before a post-tenure review is available to an otherwise eligible faculty member who either i) gives birth to a child, or ii) serves as an eligible caregiver (as defined for this purpose) of her or his own newborn child or a partner's newborn child or of a newly adopted child.

2. Notice.

A request for a review timetable extension is made on the same Parental Benefits application form as a request for a parental leave. A request for an extension may be made at the same time as the request for leave and must be made within six months after the arrival of the child and before external reviewers are solicited or other action is taken to begin a formal review, whichever is earlier. *{add link to Form}*

3. Benefit

Upon approval of a request, a formal review in the current year will be postponed (a) if the faculty member (i) is due to and/or does give birth to a child no later than June 30 of the year in which the review to be extended is scheduled, or (ii) is planning to and/or begins to serve as an eligible caregiver to her or his own newborn child or a partner's newborn child or of a newly adopted child no later than June 30 of the year in which the review to be extended is scheduled and (b) if the faculty member gives the department notice of the birth or adoption before the formal review is initiated. Births or adoptions after June 30 may extend a subsequent formal review, but not the review in the current year. An extension taken at any time in a pre-tenure probationary period will extend the date for the final tenure review.

4. A previously submitted request for a timetable extension may be revoked by written notice from the faculty member, submitted before the date on which action would ordinarily be taken to begin a formal review in that year's review cycle.

E. Unanticipated Events

Not all events surrounding pregnancy, childbirth, adoption, and the health of a young child can be fully anticipated for purposes of this Policy. Requests for exceptions to this Policy should be directed to the cognizant senior vice president.

F. Obligation to Return

The obligation to return to University service following the leave, applicable to other leaves under Policy 6-314, Section 9.B, applies to disability and caregiving leaves under this Policy as well.

~~VI. Examples of Policy Application~~

~~Examples of the application of this policy are available at this link parental_leave_examples. Examples are provided for illustrative purposes only. They do not constitute any part of this policy.~~ *{Drafting Note: Examples link moved to IV below.}*

~~VII.~~ G. Relationship to Other Policies

~~A~~ 1. Nothing in this Policy precludes academic units from providing similar benefits to faculty other than faculty eligible under this Policy or providing to any faculty members or academic librarians more extensive benefits for parental or other family responsibilities or personal disability, so long as similarly situated faculty in the same unit are treated consistently.

~~B~~ 2. Other leave that has been taken or is scheduled to be taken by a faculty member shall not preclude eligibility for parental leave benefits under this Policy. Correspondingly, parental leave taken or scheduled under this Policy shall have no bearing on decisions regarding other leave for a faculty member, except to the extent that a faculty member with a twelve-month appointment is subject to a department policy regarding proration of sick leave, vacation leave or professional development leave.

~~C~~3. If any other University Policy is inconsistent with the provisions herein, this Policy shall govern.

~~VIII~~ H. Policy Review

The implementation and the fiscal impact of ~~the~~ this parental leave Policy will be reviewed in three years from the original date of passage which was May 2006 with an amendment in March 2007. The report will be given to the Academic Senate. Concerns should be reported to the cognizant Associate Vice President for Faculty or for Health Sciences.

IV. Rules, Procedures, Guidelines, Forms and other related resources

Rules:

Procedures:

Guidelines: Examples of application of University Policy 6-315 *{link to http://www.regulations.utah.edu/academics/appendices_6/parental_leave_examples.html}* Examples are provided for illustrative purposes only. They do not constitute any part of this policy.

Forms: Parental Benefits Application Form {link}

Other related resource materials:

Parental Leave Policy Evaluation—Utah Educational Policy Center 2010.

Executive Summary & Update *{link to http://www.regulations.utah.edu/academics/appendices_6/UU-Parental%20Leave-UEPC%20Exec%20Summary-%202011-01-18.pdf }*

Full Evaluation Report *{link to http://www.regulations.utah.edu/academics/appendices_6/UU-Parental%20Leave--UEPC%20Evaluation%20Report-2011-02-14.pdf }*

V. References

A. Policy 5-200, Leaves of Absence (Health-Related)

B. Policy 5-201, Leaves of Absence (Non Health-Related)

C. Policy 6-311, Faculty Retention and Tenure of Regular Faculty (extensions of pre-tenure probationary period for disability)

D. Policy 6-314, Leaves of Absence

E. Policy 8-002, School of Medicine (SOM) Faculty Parental Leaves of Absence

F. 29 Code of Federal Regulations 825.100 et seq., Family and Medical Leave Act Regulations

VI. Contacts:

Policy Owners: Questions about this Policy and any related Rules, Procedures and Guidelines should be directed to the Associate Vice President for Faculty and the Associate Vice President for Health Sciences.

Policy Officers: Acting as the Policy Officers, the Sr. Vice President for Academic Affairs, and the Sr. Vice President for Health Science, are responsible for representing the University's interests in enforcing this policy and authorizing any allowable exceptions.

VII. History:

Renumbering: Renumbered as Policy 6-315 effective 9/15/2008, formerly known as PPM 8-8.1.

Revision history:

A. Current version: Revision 2.

Approved by Academic Senate: [____]

Approved by Board of Trustees: [_____]

B. Earlier versions:

1. Revision 1: Effective dates March 12, 2007 to [**?? ___July 1, 2011**] *{create a file with Revision 1, watermark stamp as outdated, link it here}*

Approved by Academic Senate: March 5, 2007

Approved by Board of Trustees: March 12, 2007, with effective date of March 12, 2007

Legislative History of Revision 1. Proposal to amend parental leave and related policies (6-311 & 6-315), spring 2007 {link to http://www.regulations.utah.edu/academics/appendices_6/6-311_6-315_2007legislativehistory.pdf}

2. Revision 0. Effective dates July 1, 2006 to March 11, 2007 {Link to http://www.regulations.utah.edu/academics/revisions_6/6-315.R0.pdf}

Background information for Revision 0. {link to http://www.regulations.utah.edu/academics/appendices_6/6-315.R0-background.pdf }

--end of legislative history--