

Seaver College Faculty Parental Leave Policy

Parental leave for faculty members at Seaver College is governed by the University's Medical Leave of Absence Policy and the Family and Medical Leave Act (FMLA) Policy. Expectant mothers or fathers and/or adopting parents are encouraged to use the resources on the [Expectant Parent Leave Resource Page](#) on the Human Resources web site as they plan for faculty parental leave.

Eligibility

Faculty must fulfill all of the following conditions to be eligible for faculty parental leave for any period beyond that required by FMLA/CFRA (parental leave under FMLA/CFRA is subject to the eligibility conditions defined in the Family and Medical Leave policy):

- Hold a continuing faculty appointment (tenure-track or tenured);
- Be approved for parental leave (FMLA/CFRA) to care for a newborn child or for the adoption of a child; and,
- Be the child's primary caregiver during the period of the leave beyond what is required under FMLA/CFRA.

Full-time visiting faculty members are eligible only for leave periods required under State and Federal law as set forth in the Family and Medical Leave policy. Exceptions are considered on a case-by-case basis for long-term, full-time visiting faculty members who have multi-year contracts.

Where both parents are faculty members at Seaver College and meet all eligibility requirements for faculty parental leave, each parent faculty member is eligible for faculty parental leave; however, the leave time must be taken in sequential semesters.

Leave Details

Female faculty granted faculty parental leave through the California Family Rights Act (CFRA), and/or the Family and Medical Leave Act (FMLA) will be released from all teaching, scholarly, and service responsibilities for a period equal in length to the FMLA/CFRA leave period and for no less than one academic semester (or its equivalent). Female faculty may choose a modified schedule leave allowing for a reduced teaching load over a period not exceeding two academic terms. All FMLA/CFRA modified schedule leaves must be concluded within 12 months from the date of birth or adoption as prescribed under the FMLA/CFRA policy.

Male faculty are eligible for faculty parental leave through the FMLA and/or CFRA policy up to a maximum leave of 12 weeks as required under FMLA/CFRA law. A male faculty member may choose a modified schedule leave of a one course load reduction for each six weeks of eligible FMLA/CFRA. This modified schedule leave allows an eligible faculty member to elect a two course reduction for one term or a one course reduction over two terms. All FMLA/CFRA

modified schedule leaves must be concluded within 12 months from the date of birth or adoption as prescribed under the FMLA/CRFA policy.

Adoptive parents are also eligible for faculty parental leave through the FMLA and/or CFRA policy up to a maximum leave of 12 weeks as required under FMLA/CFRA law. An adoptive parent may choose a modified schedule leave of a one course load reduction for each six weeks of eligible FMLA/CFRA. This modified schedule leave allows an eligible faculty member to elect a two course reduction for one term or a one course reduction over two terms. All FMLA/CFRA modified schedule leaves must be concluded within 12 months from the date of birth or adoption as prescribed under the FMLA/CRFA policy.

Faculty members should work with their division chairperson and the dean of Seaver College to determine the specific dates of the faculty parental leave period.

Salary & Benefits during Faculty Parental Leave

Salary and benefits during faculty parental leaves are governed by several federal and state laws. It is important that expectant parents work closely with the University's Human Resources staff to coordinate between state and University-specific benefits. With proper coordination of benefits, faculty members will receive their full salary and benefits during the period of the faculty parental leave.

Effect of Faculty Parental Leave on Tenure, Promotion & Sabbatical

Faculty members granted faculty parental leave may request to extend their tenure and promotion period by one year. Faculty members must inform their chairperson and the dean of Seaver College in writing if they wish to extend the tenure and promotion period because of faculty parental leave. Faculty members electing to extend the tenure and promotion clock are not eligible to apply for step increases, promotions in rank, tenure, pre-tenure, accelerated promotion, or five-year evaluation reviews during the year when the leave occurs.

The faculty parental leave period is considered a continuous service period with respect to eligibility for sabbatical leave. Faculty parental leave neither halts nor does it reset the count toward the seven years of continuous service required for sabbatical leave.