OM 8.1.15 Temporary Parental Leaves – Continuing Faculty

[Policy] [History]

About This Policy

Effective Date: March 2008  
Last Updated: July 2012  
Responsible University Office: Human Resources  
Responsible University Administrator: Chief Inclusion and Human Resources Officer

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Policy

This policy is limited to faculty with a continuing appointment. For faculty who do not have a continuing appointment, see OM Section 8.1.14.

A faculty member with a continuing appointment shall be granted a one-semester leave with pay in the event of the birth of his or her child or the adoption of a child. The leave must be taken within the first nine months of the birth or adoption and the employee must be the primary caregiver to qualify for the leave. For purposes of this leave, a primary caregiver is defined as a person who provides care for at least 20 working hours each week. A letter requesting parental leave must be submitted to the appropriate department chair and dean. The dean will send a letter to the provost indicating whether the leave will necessitate replacement of instructional time. The university will continue to pay the employer’s share of the cost of fringe benefits such as health care insurance, group life insurance, and the pension plan for a faculty member on temporary leave. Time away under this policy is counted as leave time under the Family and Medical Leave Act. While consistent language is used concerning one child being born or adopted, it is recognized that multiple births or multiple adoptions will occur in some cases.

History

Approved by Faculty Senate, Administrative Council, and President, March 2008

Editorial Revision July 2011

Section Renumbered & Editorial Revision July 2012