

**Work Life Policies For Faculty**

<u>Institution</u>	<u>Sick Leave</u>	<u>Maternity/Childbearing</u>	<u>Modified Duties</u>	<u>Parental/Childrearing Dependent Care</u>	<u>Time Off Tenure Clock</u>
<b>UC</b>	With (or without) pay at discretion of administration for AY faculty.  12 days/year for FY faculty.  May use for domestic partner	With (or without) pay at discretion of administration; normally 6 weeks, additional time may be approved.	Reduction of normal duties for 1 quarter/semester within 3 mos. prior to and 12 mos. after birth/placement.  Relief from teaching in term of childbearing	FMLA is 12 weeks unpaid leave.  Additional leave without pay up to one year at discretion of administration. May be used for domestic partner	1 year for birth/adoption of child. Second extension allowed for subsequent birth or adoption.
<b>Harvard</b>	Not available.	Not available.	Not available.	Not available.	Not available.
<b>MIT</b>	No formal sick leave accrual; reasonable number of justifiable absences paid in full.  For extended illness/accident requests treated on an individual basis with due respect for length of service and other relevant factors; may be paid up to but not normally exceeding 6 mos.	Personal/parental leave without pay up to 12 weeks (including FMLA) may be approved; extensions may be approved.  Personal leave must be completed within 12 mos.  Personal leave may be used for same sex "spousal equivalent."	For unborn child or child newly placed for adoption or foster care, may request 1 semester of full paid teaching relief.	Leave without pay up to 12 weeks (including FMLA); extension approved for specific circumstances of request	Approved parental leaves do not count in determination of years of service for tenure decision.
<b>Stanford</b>	Leaves of any kind, other than sabbatical, may not exceed 24 months in a 7-year period.  Faculty do not accrue sick leave. However, short absences, including illness, normally are with full salary.	Paid leave for 4 months.	Reduction of teaching load only during the quarter of the birth and/or in the subsequent quarter.	FMLA is 12 weeks unpaid leave.  Additional leave without salary up to to one year.	1 year for birth of child.

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<b>Yale University of Illinois- Urbana</b>	<p>Not available.</p> <p>25 days of sick leave (12 days cumulative and 13 days non cumulative).</p> <p>Additional sick leave up to 45 days may be requested from the Shared Benefits Pool.</p> <p>Chancellor may grant paid sick leave up to one-half of an appt. year for faculty with at least 3 full years of service.</p>	<p>Not available.</p> <p>Sick leave may be used for pregnancy. Sick leave may also be used for a period of time not to exceed 12 weeks under FMLA, to care for the child.</p>	<p>Not available.</p>	<p>Not available.</p> <p>FMLA is 12 weeks unpaid leave.</p> <p>May use paid sick leave or vacation, as appropriate, during FMLA leave, or may use leave without salary if necessary.</p> <p>Paid parental leave up to two weeks following the birth/adoption of child. This leave is counted as part of 12-week entitlement FMLA.</p>	<p>Not available.</p> <p>1 year for birth/adoption of child under 6 yrs., disability, or extended illness.</p> <p>No more than 2 tenure delays will be granted.</p>
<b>University of Michigan</b>	<p>Short-term paid leave at regular salary up to 3 weeks annually; may be used for domestic partner.</p> <p>Extended sick leave: Faculty with 2-10 years of service receive 1/2 year at regular salary, and 1/2 year at 1/2 regular salary; faculty with greater than 10 yrs. service receive 1 year at regular salary and 1 year at 1/2 regular salary.</p>	<p>Paid leave per extended sick leave policy.</p>	<p>Relief from direct teaching responsibilities for academic term of birth.</p>	<p>FMLA is 12 weeks unpaid leave. Must use sick leave and vacation leave if available.</p> <p>Excused absence up to 21days/year; unpaid leave of absence beyond 21 days up to a year.</p> <p>May be used for domestic partner.</p>	<p>1 year off total for childbearing, parental/dependent care, extended sick leave.</p> <p>Childbearing is automatic time off tenure clock; parental/dependent care/extended sick is not automatic.</p>
<b>SUNY- Buffalo</b>	<p>Sick leave accrual is based on years of full-time service: 0-1 year: 15 days 2 years: 16 days 3, 4, 5 years: 18 days 6 years: 20 days 7 years or more: 21 days</p> <p>Additional sick leave at full or partial salary, together with use of any sick leave provided above, shall not exceed 6 months. Additional sick leave without salary shall not exceed one calendar year.</p>	<p>See sick leave policy. The policy covers "temporary disability," including pregnancy.</p>	<p>Not available.</p>	<p>Leaves of absence without salary may be granted for childcare.</p>	<p>Not available.</p>

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<b>University of Virginia</b>	Temporary disability (sick leave) is available for the period of temporary disability up to 6 months.	12 weeks for maternity leave. For the first 6 weeks, the University continue full salary and benefits; during the remainder of the leave, the University will pay no salary but will contribute employer's portion of benefits so long as faculty member continues to pay premium portion.	Reduction of normal duties up to 1 semester. Salary will be prorated to amount worked, with at least 50% commitment.	FMLA is 12 weeks unpaid leave. Paternity or adoption/foster care leave, unpaid up to 12 weeks. Additional leave without pay up to 1 year.	Requires written request by the faculty member and written approval by dean and provost.
<b>University of Arizona</b>	9 days/year for AY faculty. 12 days/year for FY faculty. Additional sick leave may be approved.	Unpaid leave not to exceed 6 months.	Temporary alternative duties up to 16 weeks: alternative work schedule. substitution of duties; project-specific work; and/or transportable work.	FMLA is 12 weeks unpaid leave. Additional leave without pay up to 1 year.	1 year for birth/adoption of child.  Up to 2 delays will be granted during the individual's tenure-eligible period.
<b>University of Washington</b>	90 days of paid leave. Faculty sick leave is not accruable.	90 days of paid leave for maternity/childbearing.  Paid sick leave is not available for adoption.	Not available.	FMLA is 12 weeks unpaid leave. Additional leave up to 6 months is available and may be full-time without salary or part-time with pay; leave is renewable after review.  Family leave for infant care will not be extended beyond a 2-yr. period.	1 year, the year in which the leave is taken is not counted as a year towards the tenure review.