

Revised draft PARENTAL leave policy for faculty (for the *Faculty Handbook*). Additions in red.
Deletions in strikethrough.

3.13.3 Parental ~~Infant Care~~ Leave Parental leave is available for full-time, tenured, tenure-track, or renewable term appointment teaching faculty upon the birth, adoption or foster placement of a child younger than 18 years of age. Parental leaves are provided without regard to sex, gender, or marital status. Adjunct faculty or persons on visiting full-time faculty appointments are ineligible for parental leaves. Two forms of parental ~~infant care~~ leave are available: (1) initial parental care ~~short-term disability~~ leave and (2) extended parental care leave.

3.13.3.1 General provisions The following conditions apply to ~~disability and extended infant care~~ all parental leaves: (1) faculty members^[JTM1] initiate requests for ~~infant care~~ parental leaves by writing to their department chair (or associate dean in the Colleges of Business or Education) and to the dean; (2) faculty members should initiate such requests no later than ninety days prior to the date they wish to commence the parental leave; (3) parental leave shall be taken within six (6) months following the birth, adoption, or foster placement of the child; (4) faculty members granted parental ~~infant care~~ leaves shall have their full-time faculty positions reserved for them until they return to their normal duties; (5) faculty members shall complete each parental leave within two consecutive semesters, (6) faculty members who apply for and receive parental ~~infant care~~ leaves do so with the expectation that they will return to full-time work at the University; (7) a parental leave shall only be taken once in a 12-month period and only once per child; (8) a parental leave does not count against an eligible faculty member's sick leave; (9) parental leave shall run concurrently with leave provided under the Family and Medical Leave Act (FMLA), if the faculty member is eligible; (10) parental leave may run concurrently or sequentially with Virginia Sickness and Disability Program (VSDP), if the faculty member is eligible for VSDP; and (11) parental ~~infant care~~ leaves are not deferrable. If a faculty member elects not to take the leave when the birth, adoption or eligible foster placement occurs, the leave option cannot then be used in subsequent semesters.

3.13.3.2 Initial Parental Leave ~~Short-term Disability~~ Eligible^[JTM2] Each female full-time ~~tenured or tenure-track faculty member~~ shall be provided leave at full salary and benefits for up to six weeks upon the birth of a child ~~faculty members may receive an initial parental leave at full salary and benefits for eight weeks upon the birth, adoption or foster placement of a child younger than 18 years of age.~~

3.13.3.2 Extended Parental Leave ~~Upon the birth or adoption of a child~~ Following the initial parental leave, a tenured, tenure-track, or renewable term appointment teaching faculty member is eligible to receive a one-semester (or a part of one semester, if applicable) extended parental leave at half salary with full benefits ~~without regard to sex or marital status~~^[JTM3]. At the end of one extended parental leave, the faculty member may choose to take an additional extended parental leave for one semester without salary or benefits. In cases where birth, adoption, or foster placement of a child younger than 18 years of age occurs between semesters, the faculty member may take an extended parental leave for the next semester at half-pay and full benefits. ~~(The extended leave portion of infant care leave also covers persons under VSDP.)~~^[JTM4]

3.13.3.4 Alternative Part-Time ~~Infant-Care~~ Parental Leave A faculty member may propose to the department chair and dean that he or she work part-time for one or two consecutive semesters upon the birth, adoption, or foster placement of a child younger than 18 years of age rather than taking the standard parental leave arrangements described above. ~~This option applies only to the extended infant care leave, not the short-term disability leave.~~^[JTM5] A request for part-time parental leave must be made in writing to the department chair (or associate dean in the Colleges of Business or Education) and requires approval of the College Dean. In a part-time ~~infant-care~~ parental leave arrangement, the salary reduction is based upon the amount of teaching to be done during the leave as stated in the written arrangements made between the faculty member and the College Dean. A faculty member electing this form of leave receives a half salary for the semester plus an additional pay increment equal of one-half of the portion of the full teaching load being taught during the extended portion part-time leave (after having eight weeks of full-time salary). For example, if the faculty member proposed to teach half time during a full semester of ~~extended parental infant-care~~ leave, the leave would be compensated at 3/4 pay and full benefits for the semester rather than the half pay and full benefits for the semester that would be provided if the person took a full extended ~~infant-care~~ parental leave for the semester.