

**A RESOLUTION TO AMEND THE FACULTY CODE TO PROVIDE A PARENTAL LEAVE BENEFIT (07/5)**

**WHEREAS,** the Executive Vice President for Academic Affairs and the Chair of the Executive Committee of the Faculty Senate jointly appointed a Parental Leave Task Force to make recommendations for revising the University's policies for childbirth and parental leave for regular, active-status faculty members: and

**WHEREAS,** on July 23, 2007, the Parental Leave Task Force issued a report (the "Task Force Report") that presented two recommendations; and

**WHEREAS,** the second recommendation in the Task Force Report was a proposal to amend the Faculty Code and revise the Faculty Handbook to provide each regular, active-status faculty member who is the primary or coequal caregiver for a newborn or newly adopted child with a parental leave benefit, which would consist of one semester's paid release from teaching and administrative duties, subject to certain terms and conditions; and

**WHEREAS,** the Task Force Report found that the recommended parental leave benefit was desirable because a full-time faculty member who becomes a parent of a newborn or newly adopted child should be allowed to devote a reasonable period of time to care for the child without suffering a career-related penalty and without incurring the financial cost of taking unpaid leave at a time when the faculty member's household expenses have risen substantially due to the arrival of a new child; and

**WHEREAS,** the Task Force Report found that the recommended parental leave benefit was desirable because it would bring the University into line with parental leave policies at numerous institutions of higher education with which the University competes in attracting and retaining full-time faculty members; and

**WHEREAS,** the Task Force Report concluded that the recommended parental leave benefit was desirable because it would help to assure a family-friendly workplace for full-time faculty members and would encourage a more equitable gender balance within the full-time faculty; and

**WHEREAS,** the Chair of the Faculty Senate Executive Committee referred the Task Force Report to the Faculty Senate Committees on Administrative, Salary, and Promotion Policies ("ASPP") and Professional Ethics and Academic Freedom ("PEAF"), and those Committees appointed a joint subcommittee (the "Subcommittee") to review the Task Force Report and make recommendations for action by the Faculty Senate; and

**WHEREAS,** in response to the second recommendation of the Task Force Report, the Subcommittee prepared a proposed resolution that would amend the Faculty Code to provide a parental leave benefit to regular, active-status faculty members who become parents of newborn or newly adopted children or newly placed foster children;

**WHEREAS,** the Subcommittee's proposed resolution was approved by the ASPP and PEAF Committees with the stipulation that the parental leave benefit for adopted or foster children should apply only to minor dependent children;

**WHEREAS,** the Faculty Senate believes that the Faculty Code should be amended to provide for the parental leave benefit recommended in the Task Force Report and endorsed (with revisions) by the ASPP and PEAF Committees[, and that this benefit should also be extended to faculty members who become custodial guardians of minor dependent

children]; **NOW, THEREFORE**

**BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:**

- (1) That the Faculty Code be amended by adding the following new section at the end of Article VI:

**D. Parental Childcare Leave:** A regular, active-status member of the faculty shall be entitled to parental childcare leave upon certifying that he or she will provide at least half of the child's care during the leave period, subject to the terms and conditions set forth in this section. Parental childcare leave shall include release from teaching responsibilities and service responsibilities for one semester with full salary and benefits, and such leave shall terminate within twelve months after a minor dependent child is born or adopted or enters the faculty member's home under a foster care [minority proposal: or custodial guardianship] arrangement. During such leave, faculty members shall continue providing thesis and dissertation advising to students whom they advised prior to the leave unless adequate alternative arrangements are made. For faculty members engaged in externally funded grant or contract related activities, parental childcare leave shall include release from responsibilities to the University, but shall not include release from responsibilities to the external funding sources unless alternative arrangements are approved by such sources. A regular, active-status faculty member is entitled to parental childcare leave for a maximum of two minor dependent children who are born or adopted or enter the faculty member's home as foster children [minority proposal: or custodial wards] after the starting date of the faculty member's appointment at the University. Parental childcare leave with full or partial salary under other circumstances or for other faculty may be granted at the discretion of the Executive Vice President for Academic Affairs, after consultation with the appropriate department chair (if applicable) and dean.

- (2) That, upon adoption by the University's Board of Trustees of the foregoing amendment to the Faculty Code, the Faculty Handbook should be revised to describe the parental childcare leave benefit set forth in that amendment.

Faculty Senate Committee on Appointment, Salary, and Promotion Policies  
January 15, 2008

Faculty Senate Committee on Professional Ethics and Academic Freedom  
January 16, 2008

[Note: Text appearing in brackets with respect to custodial guardianships was proposed by a minority of the members of the ASPP and PEAFC Committees but was not approved by the full Committees.]