

# WABASH COLLEGE PARENTAL LEAVE POLICY

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## Faculty

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To assist faculty members in balancing their work and family responsibilities, the College offers eligible faculty members the opportunity to take parental leave in accordance with the terms of this policy. To be eligible for parental leave under this policy, the faculty member must be a full-time tenured or tenure track faculty member, and must be the parent of a newborn child, or of a newly adopted child age 5 or younger (a "qualifying child").

An eligible faculty member (regardless of sex) who is a biological or adoptive parent of a qualifying child, and who is the primary caregiver of that child, may take up to one semester of leave at full salary, applicable to the semester in which the birth or adoption occurs or the semester immediately following. For these purposes, the caregiver is "primary" if he/she has the relatively larger time commitment, as compared to the other parent, for the care of the child during the work day. The College may require that the faculty member provide certification to support this determination.

The primary caregiver may also take an additional semester of leave at no pay (the semester immediately following the semester that was taken as paid leave). During this unpaid semester, the College will continue to pay the College's portion of the applicable medical plan coverage for the faculty member.

An eligible faculty member who is a secondary caregiver (a parent who is not the primary caregiver) of a qualifying child may take up to one semester of unpaid leave, applicable to the semester in which the birth or adoption occurs or the semester immediately following. During this unpaid semester, the College will continue to pay the College's portion of the applicable medical plan coverage for the faculty member.

An eligible faculty member who is a primary caregiver and takes parental leave under this policy may also exercise the option to delay the tenure clock for one year.

Faculty members who are interested in taking leave under this policy must discuss their plans in advance with the faculty member's department Chair and the Dean of the College so that adequate course coverage can be arranged.

Leave under this policy runs concurrently with a Family Medical Leave and to short-term disability benefits due to recovery from the birth. This policy is limited to two birth events and/or adoptions per employee irrespective of primary or secondary caregiver roles.

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