

## Standing Committee on Faculty Tenure, Promotions, and Privileges

### Proposal for UB policy for Modified Faculty Teaching Duties for Extraordinary Life-Changing Events

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Whereas, UB is committed to providing a family-friendly atmosphere for its faculty;

Whereas, UB has no unified policy for modification of teaching duties to accommodate the needs of new parents (Some units of UB, such as the School of Engineering and Applied Sciences, have a clearly articulated policy that relieves tenure-track faculty of all teaching for a semester either preceding or following the birth or adoption of a child. In contrast, other units of our university have no explicit policy);

Whereas, UB has no unified policy for modification of teaching duties to accommodate other life events that place extraordinary demands, such as a dying family member;

Whereas, A growing number of universities, including public AAU institutions such as Boston University, the University of Kansas, the University of California at Berkeley, the University of California at Davis, the University of California at San Diego, the University of Illinois at Urbana-Champaign, the University of Maryland, and the University of Michigan have uniform family-friendly policies that meet the needs of new parents on their faculties (These universities have instituted policies that grant at least one semester of no teaching for new parents. We propose that UB, In keeping with UB's status as an AAU university, do likewise);

Whereas, The proposed policy is beneficial not only for our individual faculty members but also for UB's success at recruiting and retaining high quality faculty (Without such a policy, our university is not well-positioned to compete with other peer universities that offer more humane policies);

Whereas, Teaching duties are inflexible in their scheduling, a modified teaching duties policy is intended to relieve faculty members from unnecessary hardship during a period of unpredictable demands; and

Whereas, Faculty will have modified teaching duties, they will still continue to contribute full time and to fulfill their appointments;

*Resolved*, That UB institute a policy whereby all new faculty parents will be granted requests to be relieved of teaching for one semester either preceding or following the

birth or adoption of a child;

2. That the term “faculty” shall include both qualified and unqualified faculty as well as librarians;

3. That If both parents are in the same department, the course relief for the two parents should not be in the same semester, but should be within the same year;

4. That if a parent prefers, the accommodation can be spread over two semesters, with partial course relief in both;

5. That for or other life-changing events, the same general policies will apply;

6. That there will be no requirement to make up the untaught classes at a later time;

7. That these leave durations shall be a minimum, with extensions available in the event of extenuating circumstances;

and

8. That the above policy complements the State benefit information about Leaves due to Pregnancy, Childbirth and Childcare, which is at the following URL:

<http://www.buffalo.edu/administrative-services/for-faculty-staff/time-attendance/leave.html>.

Proposal submitted 2/8/16 by Susan Udin

Edited 2/10/16 by Richard Gronostajski

Amended by Philip Glick 2/26/16