

## ACADEMICS AND FACULTY AFFAIRS

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Related Policies: Tenure  
Clock Extension Policy;  
Family and Medical Leave;  
“Tenure” module of Faculty  
Handbook

Responsible  
Office/Department: Office  
of the Provost

Keywords: Tenure clock;  
maternity; paternity; FMLA

## Policy on Parental Teaching Relief for Tenured and Tenure- Track Faculty

### I. Purpose and Scope

In view of the demands of parenting newly born or newly adopted children, Northeastern University provides to tenured and tenure-track faculty members who become parents one semester of classroom teaching relief in order to support these faculty members to maintain their career progress. The policy applies to all tenured and tenure-track faculty at Northeastern. It does not apply to non-tenure-track faculty members or to non-faculty university employees.

### II. Definitions

For the purposes of this policy, “classroom teaching relief” means temporary relief from assigned classroom teaching responsibilities while the faculty member’s other professional responsibilities, including but not limited to research and graduate student supervision, continue.

### III. Policy

Northeastern University provides to tenured and tenure-track faculty members who meet the following criteria, upon request, one semester of classroom teaching relief without a reduction in salary. This period is not considered a leave, but is in addition to any paid medical leave or unpaid family leave that may be taken by the faculty member in connection with the new birth or new adoption.

A faculty member may receive up to two periods of classroom

teaching relief under this policy, for separate new births or adoptions.

A faculty member qualifies for one semester of classroom teaching relief under this Policy if the faculty member:

- Gives birth to a child, or becomes a parent of a newly born or newly adopted child under the age of six (a multiple birth or simultaneous adoption of more than one child may occasion only one request for one semester of classroom teaching relief);
- Begins the period of classroom teaching relief within twelve months of the date of the relevant birth or adoption.

The faculty member's dean or the dean's designate, in consultation with the eligible faculty member, will determine how the faculty member's classroom teaching will be modified. Faculty members will ordinarily be expected to fulfill their other professional responsibilities, including research and graduate student supervision, during the period of classroom teaching relief. The faculty member's dean and department chair are responsible for making any arrangements needed to fulfill the faculty member's teaching assignments or other needed coverage during the period of classroom teaching relief.

If both parents are employed in an eligible position at the university, each of them may take one semester of classroom teaching relief provided both parents meet the other eligibility criteria.

Tenure-track faculty members who request and receive a semester of classroom teaching relief under this Policy will automatically have their tenure clocks extended by one year under the terms of the university's Tenure Clock Extension Policy unless the period of teaching relief begins after the fall semester of the year preceding their tenure consideration.

#### **IV. Additional Information**

A faculty member seeking a semester of classroom teaching relief must submit a written request to his or her dean with as much advance notice as is possible.

Following consultation with the faculty member and her or his chair, the dean will communicate the terms of the classroom teaching relief in writing to the faculty member, with a copy to the Provost's Office. For tenure-track faculty members, the Provost's Office will confirm the extension of the faculty member's probationary period by one year, if applicable.

**V. Contact Information**

Vice Provost for Academic Affairs, Office of the Provost (617-373-2170)