

## *Parental Teaching Load Redistribution for Faculty*

Approved by the Faculty Senate: April 8, 2007

Approved by the Office of the President: July 2, 2007

**1. Purpose.** Texas A&M has a vested interest in the long-term productivity of its faculty. The University's parental teaching load redistribution guideline is designed to provide flexibility in teaching obligations of faculty members who are the primary caregivers to their newborn infant, or to their newly adopted infant or child. This guideline is also designed to protect the University's investment in its faculty.

**2. Guideline.** A long-term faculty member who is serving as primary caregiver for his or her newborn or newly adopted child would qualify for a teaching load redistribution. Departments are expected to be flexible in dealing with temporary interruptions in normal service. Therefore department heads should work with faculty to arrange one / two semester(s) of relief from formal classroom teaching or other time-rigid duties for the birth or adoption of a new child for any eligible faculty member. The redistributed teaching load should be designed to provide maximum flexibility in the faculty member's schedule while being consistent with the Faculty Workload Policy Statement (derived from [University Rule 12.03.99.M1](#)).

Eligible faculty members are those that are either tenured, tenure-track or have worked full-time for 5 out of the last 7 years for the department and will be the primary caregiver for the new child. Faculty will refer to all individuals whose title is so defined by the faculty senate.

Faculty can, of course, take available and appropriate leave under FMLA. The faculty member may be assigned alternate duties for any time not covered by that leave in a given semester in order to meet teaching workforce reports.

In the case of dual-career faculty couples that share the child care responsibilities the teaching load redistribution may be shared.

**3. Application.** Faculty who desire a teaching load redistribution must discuss their plans with their Department Head at the earliest opportunity to assess the potential impact the teaching redistribution will have on the department's teaching plan.