

Research Faculty Leaves of Absence - Frequently Asked Questions

Which titles fall into the category of Research Faculty?

Faculty with the following titles are considered Research Faculty: Research Professor, Research Associate Professor, Research Assistant Professor, Senior Research Investigator, Research Scientist Professor, Research Scientist Associate Professor, and Research Scientist Assistant Professor.

What benefits are available for medical leave?

Fulltime Research Faculty with at least 6 months of service are allowed up to 6 months of paid leave in cases in which a serious personal medical condition or recovery following the birth of a child (typically up to 6 weeks of leave for recovery after birth, or longer as medically necessary) necessitates their time away from work.

What about parental leave?

4 weeks of paid parental leave are available for Research Faculty who have at least 3 years of continuous service or who are serving in an appointment of 3 years or greater at the time of the leave. For a mother who gives birth, this is in addition to any medical leave taken (see previous question).

Why is this information being shared now?

As part of the shift in administrative oversight of Research Faculty appointments from the Office for Research to the Office of the Provost, the Office of the Provost has worked with the Office for Research and with Human Resources to clarify policies in place to support Research Faculty, focusing first on leaves of absence. Research Faculty are a critical component of the University's research mission, and it is the University's goal to strengthen and provide clarity regarding the options available to members of this community who may need to take time away from work for medical or childbirth-related reasons.

How are the above leaves different from FMLA?

Any research faculty with at least one year (1,250 hours) of continuous full-time service will remain eligible for up to 12 weeks of unpaid, job-protected leave under the Family Medical Leave Act (FMLA). It is expected that any leaves taken for FMLA purposes would occur concurrently with those taken for self medical conditions, including birth, or parental leave.

