

## APPENDIX 7

	<b>On-site Day Care</b>	<b>On-site Senior Parent Care/Elder Parent Care</b>	<b>Tenure Clock Extension</b>	<b>Teaching Load</b>
<b>University of Rochester</b>	Near-campus facility open to employees. Employee rates are slightly lower than general public.	No general information available; EAP would offer consultation and make appropriate referral.	If requested, a personal leave that lasts a semester or more (due to family illness, child care, or other urgent matters that would preclude the performance of the person's responsibilities) stops the tenure clock. Part-time personal leaves extend tenure clock proportionally to reduction in effort.	A woman may request a part-time appointment, before or after delivery, which will not count towards the maximum length of employment without tenure. A woman may request a reduced teaching load for the semester following childbirth by transferring classes to the previous or following semester.
<b>Brown University</b>	Affiliated with 2 day-care centers. For infants/toddlers, there is a center with 20 spots (for both Brown employees and general public) located within 2 miles. For ages 3 through kindergarten, a center is located less than 1 mile away. 60% of spots are for Brown employees or students. No reduced rates.	No general information available; EAP would offer consultation and make appropriate referral.	May request a 1-year extension (or extension concurrent with leave) for childbirth, parental leave, adoption of a child, or caring for a sick child or family member.	Primary caregiver of newborn or newly adopted child may receive 1 semester of teaching relief. Must still continue research and other administrative responsibilities.
<b>Dartmouth College</b>	Campus and Medical Center facilities exclusively for benefit-eligible employees at Dartmouth and its affiliates.	Offers a variety of information on resources for elder relatives, including retirement communities, senior centers, home care services, and hospice.	May request an extension of up to 1 year for each dependent child. May also request an extension if there are any health issues or personal relations within a family that impose any special responsibilities.	Teaching load is cut in half for 2 of the 3 terms for tenure-track faculty (1 term taken off for maternity leave).
<b>Duke University</b>	On-campus facility exclusively for faculty, staff, and students, as well as information on outside programs and nannies. Other centers in the area give priority to Duke employees and students.	Provide information and consultations to faculty and staff seeking help with elder care.	Any life events that are reasonably expected to delay the research process - maximum of 2 extensions (each of which can be for 1 or 2 semesters). Birth/adoption - no limit on the amount of extensions.	No information found outside of maternity/personal leaves.
<b>Emory University</b>	Four centers available, ranging from on-site to 6 miles away. Three centers are for employees or give priority to employees. One center specializes in caring for autistic children.	Offers free, confidential consultation services to assist with finding resources for elder care.	May request a delay not to exceed 2 years due to birth, adoption, or responsibility for an ill family member.	Primary caregiver of a child under 5 (or a child 5 or older with special needs) may request 1 term off, or a half-load for 2 terms, with no loss of pay. Responsible for research and administrative duties. Not available to spouse of primary caregiver.

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Northwestern University	No on-site day care - referral service provides at least 3 providers with vacancies, based on selection criteria specified by the faculty member.	Provide information to faculty and staff seeking help with elder care.	May request an extension of up to 1 year for birth or adoption. May also request an extension due to personal or family emergencies.	No information found outside of maternity/personal leaves.
Stanford University	Six on-site centers that can serve 650 children ages 8 weeks through second grade (after-school program). Depending on specific center, it may be exclusively for Stanford affiliates or may give priority and/or reduced rates to Stanford affiliates. <a href="http://worklife.stanford.edu/children_prog.html">http://worklife.stanford.edu/children_prog.html</a>	Offers support group and resources for finding care for incapacitated parents, spouse, or other relatives, whether nearby or in another part of country.	No extension for maternity leave. Childcare leave (available to either parent, for up to 1 year) automatically stops clock for duration of leave. New parents, through birth or adoption (if the child is younger than 6), may request a 1-year extension (in addition to childcare leave extension) if they have substantial and sustainable childcare responsibilities.	New parents, through birth or adoption (if the child is younger than 6), may request a reduced teaching load in the quarter of birth/adoption or immediately following. Responsible for all research and administrative duties. Clinical faculty may request to be excused from clinical responsibilities and classroom teaching for 90 days following arrival of child (for birth mother, 90 days after end of maternity leave). Responsible for all research and administrative duties, as well as classroom teaching (if any).
University of Pennsylvania	On-campus center for children ages 3 months through 5 years. Open to public but priority and discounted rates are given to employees and students.	Offers information on elder care services. <i>Specific resources can only be viewed by U. Penn employees.</i>	May request an extension of 1 semester if any of the following occurs: child born, adopted (under 2 years old), or placed into foster care (under 2 years old), or faculty member becomes primary caregiver for seriously ill parent, spouse, child, or domestic partner. If policy applies to both parents, both are eligible for an extension. May request an extension of 1 year for every 2 years working at 50% (see "Teaching Load"; the same policy extends to serious illness and injury). Total extensions not to exceed 3 years.	May request a reduction in duties of 10%-50%, with commensurate reduction in salary and salary-based benefits.

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<b>Vanderbilt University</b>	Child care centers near the Medical Center and University campus exclusively for employees.	Offers information on adult day care programs, assisted and independent living facilities, respite care programs, and elderly care facilities.	Faculty members who give birth automatically receive a 1-semester extension, with a maximum of 2 granted. 1-semester extensions may also be requested for personal illness, child care, or illness/death of an immediate family member. Total time granted may not exceed 2 years.	No information found outside of maternity/personal leaves.
<b>Washington University</b>	One facility on campus and two facilities within walking distance. Priority given to employees and staff. Payroll deduction (pre-tax) available. No reduced rates.	Offers consultation and an individualized list of resources.	May request an extension to make up for time spent on Parental Leave (see "Maternity Leave" or "Paternity Leave"). Extensions are rounded up to equal whole years.	No information found outside of maternity/personal leaves.
<b>Yale University</b>	Provide child care referrals for employees; no information about on-site child care.	In any 2-year period, may take up to 16 weeks in first year and 12 in the second year to care for ill parent, without pay. Time available for leave is reduced by any time taken in that 2-year period for Child Rearing Leave, maternity, or short-term disability. Offers a variety of information on resources for elder relatives, including retirement communities, senior centers, home care services, and hospice. Offers information on support groups.	Full-time faculty with an appointment of more than 3 years who take at least six weeks off for bearing or adopting a child, or caring for an ill spouse, parent, or child may request a six-month extension.	No information found outside of maternity/personal leaves.

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	<b>Benefits</b>	<b>Educational Information for Special Needs Families</b>	<b>Maternity Leave</b>	<b>Paternity Leave</b>
<b>University of Rochester</b>	<p>Paid leave: no change to benefits. Unpaid leave: Health, dental, and life insurance continue, with employee billed quarterly for their share of the premiums, if any.</p>	<p>No general information available; EAP would offer consultation and make appropriate referral.</p>	<p>Eight weeks of full pay; longer leave granted if medically necessary, up to maximum entitlement according to years of University service. Alternatively, may elect to take off for 1 full semester (6 months) at 1/3 pay. May request an unpaid leave of up to 1 year for child care purposes.</p>	<p>May request an unpaid leave of up to 1 year for child care purposes.</p>
<b>Brown University</b>	<p>Paid leave: no change to benefits. Unpaid leave: faculty must pay Brown's portions of the premiums in addition to their own.</p>	<p>No general information available; Faculty and Staff Assistance Program would offer consultation and make appropriate referral.</p>	<p>Six weeks of full pay; longer leave granted if medically necessary, up to 6 months. 1 semester of unpaid leave in any 2-year period for care of a newborn child. May arrange for an alternative work schedule for one semester with pay, by moving teaching obligations to previous or following semesters.</p>	<p>1 semester of unpaid leave in any 2-year period for care of a newborn child. May arrange for an alternative work schedule for one semester with pay, by moving teaching obligations to previous or following semesters.</p>
<b>Dartmouth College</b>	<p>Paid leave: no change to benefits. Unpaid leave: faculty must pay their share of the premiums for health insurance.</p>	<p>Provides information on Department of Education in both Vermont and New Hampshire.</p>	<p>Time off with full compensation for 1 of 3 terms in a year. For tenure-track faculty, teaching load for the year is cut in half and remaining courses are spread over the 2 terms worked.</p>	<p>No information found besides FMLA.</p>
<b>Duke University</b>	<p>Paid leave: no change to benefits. Unpaid leave: faculty must pay their share of the premiums for health insurance.</p>	<p>Provides information on childcare providers who can work with children with special needs. Offers free consultations and referrals to childcare programs, based on a family's specific needs.</p>	<p>Regular faculty: 1 semester off (up to 3 months for School of Medicine or School of Nursing) with full pay for the child's primary caregiver. Non-regular faculty: 3 weeks off with full pay for the child's primary caregiver.</p>	<p>Regular faculty: 1 semester off (up to 3 months for School of Medicine or School of Nursing) with full pay for the child's primary caregiver. Non-regular faculty: 3 weeks off with full pay for the child's primary caregiver.</p>
<b>Emory University</b>	<p>Paid leave: no change to benefits. Unpaid leave: faculty must pay their share of the premiums for health, dental, and life insurance.</p>	<p>Offers counseling/referrals to community resources. One of Emory's childcare centers specializes in autistic children.</p>	<p>Full pay for period of medically certified disability, up to six months. See additional provisions under "Teaching Load".</p>	<p>See "Teaching Load".</p>
<b>Northwestern University</b>	<p>Determined by Northwestern when leave is authorized.</p>	<p>Offers several sources of information for children with special needs.</p>	<p>Six weeks of full pay; longer leave granted if medically necessary, up to 6 months for tenured faculty or untenured faculty with 10 or more years of service or 3 months for non-tenured faculty (with 3 additional months at 60% pay). May request an unpaid leave of absence for child rearing.</p>	<p>May request an unpaid leave of absence for child rearing.</p>

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<b>Stanford University</b>	For the first 12 weeks of a leave, faculty must pay their own contributions for medical and dental. After 12 weeks, faculty must pay Stanford's portions of the premiums in addition to their own.	Stanford's WorkLife office offers library materials and seminars for families with children with special needs.	Full pay for period of medically certified disability, up to four months. May request an unpaid leave of up to 1 year for child care purposes, in addition to reduced teaching or clinical duties.	May request an unpaid leave of up to 1 year for child care purposes.
<b>University of Pennsylvania</b>	See "Teaching Load" – any reduction in duties reduces salary-based benefits.	Offers information for children with special needs. <i>Specific resources can only be viewed by U. Penn employees.</i>	Relieved of teaching duties for semester of childbirth, if medical condition would interrupt teaching for 3 or more weeks. No loss of pay or benefits. Responsible for performing research and administrative duties.	See "Teaching Load".
<b>Vanderbilt University</b>	Paid leave: no change to benefits. Unpaid leave, including 30 days allotted by Tennessee Maternity Leave Act (TMLA): faculty must pay their share of the premiums for health and dental insurance.	Offers several sources of information for children with special needs: <a href="http://www.vanderbilt.edu/VirtualSchool/archive/speclink.htm">http://www.vanderbilt.edu/VirtualSchool/archive/speclink.htm</a> .	After 1 year of employment, full pay for period of medically certified disability, up to four months. May take 30 days beyond 12-week FMLA entitlement, per TMLA. Primary caregiver may request parental leave for 1 semester, at full pay, for a newborn or newly adopted child under 5. Only available to one parent. May be used up to 3 times.	Primary caregiver may request parental leave for 1 semester, at full pay. Only available to one parent. May be used up to 3 times.
<b>Washington University</b>	Paid leave (campus faculty): no change to benefits. Unpaid leave under FMLA (medical faculty): faculty must pay their share of the premiums for health insurance.	No general information available; EAP would offer consultation and make appropriate referral.	Campus tenured or tenure-track faculty: In addition to any leave granted for medical incapacitation, 1 semester of relief from teaching, research, and administrative duties, without loss of pay or benefits, for the primary caregiver of a newborn or newly adopted child. Only available to one parent. Medical faculty: provided benefits under FMLA.	Campus tenured or tenure-track faculty: 1 semester of relief from teaching, research, and administrative duties, without loss of pay or benefits, for the primary caregiver of a newborn or newly adopted child. Only available to one parent. Medical faculty: provided benefits under FMLA.
<b>Yale University</b>	Paid leave: no change to benefits. Unpaid leave: Yale continues health, dental, and life insurance; faculty must make arrangements to pay their share of the premiums.	Offers information on special needs educational services in Connecticut; Yale Center for Children with Special Health Care Needs is a network of professionals who work with families with special needs.	Relieved of teaching duties for semester of or following childbirth, with no loss of pay. Responsible for performing research and administrative duties while medically able.	May request an unpaid leave of up to 1 semester within the first year after the birth.

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	<b>Adoption</b>	<b>Trailing Spouse</b>
<b>University of Rochester</b>	May request an unpaid leave of up to 1 year for child care purposes.	Participates in the Upstate New York Higher Education Recruitment Consortium, a group of regional colleges and universities which share open job opportunities.
<b>Brown University</b>	1 semester of unpaid leave in any 2-year period for care of a newly adopted child under 16 years old. May arrange for an alternative work schedule for one semester with pay, by moving teaching obligations to previous or following semesters.	No documented policies/practices found. No response to inquiry to HR director; representative who answered phone believes assistance would be provided at the departmental level.
<b>Dartmouth College</b>	Full-time employees are eligible for reimbursement up to \$5,000 for expenses related to the adoption of a child. No benefits regarding leave found in Dartmouth handbook.	Human Resources and Dean's Office provide assistance to spouses seeking staff or faculty positions.
<b>Duke University</b>	Regular faculty: One semester off (up to 3 months for School of Medicine or School of Nursing) with full pay for the child's primary caregiver, if the child adopted is under 6 years old. Non-regular faculty: 3 weeks off with full pay for the child's primary caregiver, if the child adopted is under 6 years old.	No formal policy or assistance program; aid is provided on a case-by-case basis.
<b>Emory University</b>	See "Teaching Load".	Assistance usually happens at the departmental level, and seems to vary across departments. Some divisions attempt to make joint offers if both members of a couple are academic. Offers assistance with finding non-academic positions within the Atlanta area.
<b>Northwestern University</b>	May request an unpaid leave of absence for child rearing.	Employment assistance and resources offered to spouses.
<b>Stanford University</b>	Employees working half-time or more are eligible for reimbursement up to \$10,000 for expenses related to the adoption of a child. May request an unpaid leave of up to 1 year for child care purposes.	No documented policies/practices found. No response to inquiry to Human Resources Department.
<b>University of Pennsylvania</b>	No benefits found, beyond reduction in duties (see "Teaching Load").	Partners with Employee Transfer Corporation, an organization that provides assistance with relocation. ETC assists spouses with finding employment by assessing their skills and interests and performing a proactive job search.
<b>Vanderbilt University</b>	Primary caregiver may request parental leave for 1 semester, at full pay, for a newly adopted child under 5. Only available to one parent.	Has an Office of Family Recruitment and Relocation Resources. Among other services, offers assistance to spouses looking for employment, by providing information on job openings in the area, networking, and recommending search firms and personnel agencies.
<b>Washington University</b>	Campus tenured or tenure-track faculty: 1 semester of relief from teaching, research, and administrative duties, without loss of pay or benefits, for the primary caregiver of a newly adopted child. Only available to one parent. Medical faculty: provided benefits under FMLA.	No documented policies/practices found. No response to inquiry to Human Resources Department.
<b>Yale University</b>	New parents may request an unpaid leave of up to 1 semester within the first year after the adoption.	No documented policies/practices found. No response to inquiry to Human Resources Department.