For AAUP Faculty:  
What to Expect When You’re Expecting

When to Tell Your Supervisor
You should tell your unit head or director when you are comfortable. Ample notice gives both you and your department time to plan for your absence and for your return. During this conversation, be prepared to discuss: parental leave, stopping the tenure clock (if applicable), and modified duties (if applicable). You may also consider holding multiple meetings to gather information first and make decisions later.

LEAF faculty and allies are available to meet with you in advance of this meeting, attend the meeting with you, or work with your unit head to plan for your leave. Please contact the LEAF office (556-1654 or leafstaf@ucmail.uc.edu) if you would like assistance.

UC’s Parental Leave Policies
There are several different types of leave available to faculty per the Collective Bargaining Agreement (CBA). A summary of all faculty leave options is in a “Cheat Sheet” on the LEAF website as well as on the HR website. A formal description of each article is in the CBA. Please note that faculty have to “apply” for leave; however, consider the application more a formal way of letting the university know at all levels that you will be on leave for a period of time. If you meet the criteria for medical, parental, child-rearing, or FMLA leaves, then the university cannot deny your request.

- **Medical/Sick Leave.** Faculty may use accumulated sick leave before giving birth should it be medically required. Faculty receive regular pay and benefits during this time period and can even borrow from a bank of sick leave if necessary. See Article 17.

- **Paid Parental Leave.** All AAUP faculty members are eligible for Paid Parental Leave (PPL) following the birth or adoption of a child. PPL provides base salary and full benefits for up to six weeks and can include a teaching release or alternative assignments for the semester PPL is taken. AAUP-represented spouses are also eligible for PPL, however both parents cannot use PPL at the same time. The PPL procedure, application and FAQ are up on the AAUP website. Additional information is on the UC HR website.

- **Child-Rearing Leave.** Faculty may take a leave of absence without pay for up to one year (Article 19.2). Faculty retain all benefits, except retirement contributions, but must make monthly payments to HR to cover the employee portion of the benefits.

- **Stop the Clock.** Faculty who take PPL can ensure that that time does not count toward tenure (Article 19.2.4). This extension of the tenure clock can be up to one year for each birth or adoption, but may not be longer than two years total.

- **Family Medical Leave Act.** The Federal Family Medical Leave Act FMLA may cover your absence from work for up to twelve (12) work weeks per rolling 12-month period for certain family and medical reasons, including childbirth and adoption. Coverage runs concurrently with PPL. Faculty Members may still be eligible for PPL, even if not eligible for coverage under the FMLA.
Considerations before the Arrival of Your New Child/ren

Childcare
Cincinnati can be a challenging city to find quality day care, especially in the areas close to UC’s campus. It can take more than a year to move up on a waiting list. **Arrange for childcare as soon as you know you are going to be parent.** Experienced faculty parents recommend being on no fewer than two waiting lists.

- **On-Campus Child Care**
  - The [UC Early Learning Center](#) is just off-campus and has a notoriously long wait list, but gives priority to UC faculty and staff.
  - The [Arlitt Center](#) is an on-campus preschool and operates on the university’s calendar. It is open August through May when the university is in session.

- **Off-Campus Child Care**
  - [4C for Children](#) is a local non-profit with an online search for childcare.
  - [Care.com](#) is a popular site used to find in-home care (including UC students who nanny)

Back-up Childcare
Regardless of whether you choose a childcare facility or in-home care, you will need some sort of back-up childcare. The university does not currently offer emergency childcare. Finding a local babysitter, neighbor, or friend to help in a pinch is invaluable.

Support Networks
It’s extremely helpful to have support and guidance from others who have walked in your shoes. Seek out other faculty parents to answer questions. UC LEAF can connect you with other faculty parents, or you can join the UC Faculty Parents Network on Facebook—a closed group where women faculty parents (or those thinking of becoming parents) can exchange ideas, ask questions, and receive moral support.

Putting Academic Responsibilities on Hold
You should let co-authors and research collaborators know you will be on leave. It is good practice to provide clear instructions for your students for what their supervision arrangements will be while you are on leave. Your head or the departmental Director of Graduate Studies should arrange for others to advise students as needed.

Insurance
Determine whether you or your partner will carry your child’s insurance coverage, if applicable. You can change your benefits without waiting until the next open enrollment period and will work with your department administrator during the process. Children need to be enrolled in a medical plan within 30-days of the date of birth. If you miss the 30-day window, you may have to wait until annual enrollment to add the child to coverage. Things to consider are:

- **Medical Insurance**
- **Health Savings Account**
- **Dependent Day Care Flexible Spending Account**
- **Accident and Critical Illness Voluntary Benefit Plans**
- **Life Insurance**
- **Long-Term Care Insurance**
- **Long Term Disability Insurance**
- **Personal Accident Insurance**
- **Spouse, Partner and Child/ren Life Insurance**
Returning to Work

Work Release Documentation
You need to obtain a full medical release from your physician before returning to work. If you receive a partial or restricted release, University Health Services must evaluate you. Details are on UC’s Return to Work website. Contact your college human resources office for more information.

Lactation Support
Lactation rooms are available in various locations on campus, however; many are not convenient and have varying degrees of functionality. Location of these rooms are listed on the Title IX website, or you can call 556-3349. Many faculty members express milk in their offices. If you do not have access to refrigeration facilities or your office does not offer sufficient privacy, you should discuss your needs with your unit head. LEAF can assist in these conversations as well.

Counseling
As many as 80% of new mothers experience post-partum symptoms, from mild “baby blues” to severe depression. Your OBGYN or primary care doctor is a good place to seek initial help. Other resources include:

- Impact Solutions offers benefits-eligible employees and family members 5 free counseling sessions. Call 800-227-6007 for services.
- The Impact Solutions website contains articles about Post-Partum Depression and Baby Blues
- The PPO and HDHP insurance plans offer 24/7 NurseLines.
- The PPO and HDHP cover a percentage of Mental Health Outpatient visit costs after your deductible is met.

Other Resources

- UC’s Employee Assistance Plan portal has an entire section on parenting, including pregnancy, adoption, childcare, and returning to work.
- Stanford University’s Choosing Child Care Guide (pdf)
- The Elsevier Foundation offers grants for early- to mid-career women scientists who balance family responsibilities with academic careers.
- Kristina Killgrove | Happy Mother’s Day: Academia and Maternity Leave
- Tracy Kijewski-Correa | Blurred Lines: Professor, Engineer, Mother
- Rebecca Traister | Why Women Can’t Break Free from the Parent Trap
- Claire Cain Miller | Paternity Leave: The Rewards and the Remaining Stigma
- Mary Dillard | Motherhood in the US Academy
- Kelly Ward & Lisa Wolf-Wendel | Academic Motherhood: How Faculty Manage Work and Family
- Mary Ann Mason, Nicholas H. Wolfinger & Marc Goulden | Do Babies Matter?: Gender and Family in the Ivory Tower
- Mari Casteneda & Kirsten Isgro | Mothers in Academia