

PARENTAL LEAVE POLICIES AT COMPARABLE INSTITUTIONS

Institution	Fully Paid Parental Leave	Pregnancy Disability
Pomona College	<i>1 semester</i>	<i>4 months at 60-70%</i>
University of Southern California	<i>10 weeks</i>	<i>52 weeks at 70%</i>
Arizona State University	<i>12 weeks</i>	<i>6-8 weeks at 66-70%</i>

POMONA COLLEGE

- Paid Parental Leave:
 - Eligible faculty may take a maximum of **one full semester fully paid** following the birth or adoption of a child.
 - If both parents are eligible faculty, each parent may take a semester of paid leave.
- Planning and University Duties:
 - Faculty go through a three-meeting planning process with the Dean of the College and their department chair prior to the semester the member will be on leave.
 - A contingency plan for special circumstances or unexpected timing of events is outlined.
 - Faculty are relieved of faculty governance and other college-related business.

UNIVERSITY OF SOUTHERN CALIFORNIA

- Paid Parental Leave:
 - Eligible faculty may take a maximum of **10 weeks fully paid** leave following the birth or adoption of a child.
 - If both parents are eligible faculty, each parent may take 10 weeks of paid leave.
- Planning and University Duties:
 - If when the faculty member returns from leave and the school does not have appropriate teaching assignments available, the faculty member will have no classroom teaching assignments for the remainder of the semester.
- Additional Flexibility:
 - Faculty are entitled to half-time leave at half pay for up to 2 years after returning to work.

ARIZONA STATE UNIVERSITY

- Paid Parental Leave:
 - Eligible faculty may take a maximum of **12 weeks fully paid** leave following the birth or adoption of a child.
 - If both parents are eligible faculty, the collective leave will be increased from 12 to 18 weeks so long as each parent takes no more than 12 weeks.
- Planning and University Duties:
 - The faculty member works with their chair or director and the dean who are expected to accommodate temporary assignment to alternative duties for the remainder of that semester.
 - Examples of alternate duty assignments include:
 - Research, course development, curriculum development, working on program reviews or accreditation reviews and related documents, and the mentoring of graduate students.

QUESTIONS

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