

Pratt Institute
Faculty Parental Leave and Bonding Policy

The Pratt Faculty Parental Leave Policy is designed to assist faculty caring for newborn or newly adopted children.

Faculty who meet these criteria are eligible for a half year (semester) leave at full pay. There are three eligibility requirements.

The faculty member:

1. Must hold an appointment with one of the following titles:
 - a. Assistant, Associate Professor or Professor
 - b. Adjunct Instructor, Assistant, Associate, or Professor with or without CCE
 - c. Visiting Instructor, Assistant, Associate, or Professor
2. Must be responsible for the care of a newborn child or a newly adopted child of less than school age or if the child is disabled and is younger than 18 years of age at the time the leave begins.
3. Must be employed by the institute for at least six months immediately preceding the semester in which the leave is requested.

Faculty must elect to take either the semester during which the birth or adoption occurs or the semester following the birth or adoption as the paid time off.

For part-time faculty, salary will be calculated using a one year lookback at teaching load.

Eligible faculty receive a semester of paid time off and may elect to return to work at up to a 50% reduced teaching load in the semester they return to teaching after the paid leave.

Compensation for the reduced teaching load election will be calculated on a prorated basis.

The Pratt Faculty Parental Leave and Bonding Policy is intended to combine the existing medical leave benefit, FMLA, NYPFL into a coordinated period of leave.