

Rank	University	Paid leave	Use of accrued sick leave	Unpaid leave policy	Leave for both childbirth and adoption	Ability to extend tenure clock**	Source	Notes
1	Harvard University (MA)	Yes (up to eight weeks)	No	Up to 12 weeks	Yes	Yes, maximum of two one year extensions	http://sites.harvard.edu/cb/cb.do?keyword=k15149&pageid=ich.page72072	Unpaid leave is available to the partner of birth mother or adoptive parents.
2	Stanford University (CA)	Yes (up to four months)	Yes	Up to one year	Yes	Yes, if unpaid leave for childcare or for new parents (birth or adoption)	http://www.stanford.edu/dept/provost/faculty/policies/handbook/ch3.html#fam	Unpaid leave up to 1 year (for childbirth, the end of your pregnancy disability leave, and adoption of a new infant). In addition, the school pays up to \$10,000 per adoption with a maximum of \$20,000 per family.
3	University of Michigan-Ann Arbor	yes	yes	unclear	no (see notes)	yes (1 year total)	http://www.provost.umich.edu/faculty/handbook/16/16.C.html#16.C.4	Relief from teaching responsibilities the semester of childbirth, but does not specify the same relief for adoption of a child; this relief is granted without a reduction in salary, although a faculty member must use accrued sick leave for the actual time off after childbirth.
4	Princeton University (NJ)	Yes (from 3 weeks before to 6-10weeks after birth)	unclear	Up to one year	yes	Yes (automatic 1 year extension)	http://www.princeton.edu/hr/policies/leaves/331.htm	In most cases, a maternity disability starts about three weeks before the scheduled delivery date and ends about six to ten weeks after the actual delivery date. This determination is based on the attending physician's certification and covers the period during pregnancy or after childbirth when a faculty member is physically unable to perform her regular duties. Like any other disability, however, a full 26 weeks of disability absence is available when there are medical complications for the faculty member during the pregnancy or following childbirth. Unpaid leave is available to parents of both sex.
5	University of California-Berkeley	yes (up to 4 mos)	Yes	Up to one year	yes	yes (1 year per child, 2 year max)	http://www.ucop.edu/acadadv/acadperts/apm/sec5-pdf.html	Paid leave for childbirth only; a policy of Active Service Modified Duties (ASMD) allows a faculty member caring for a child under age 5 to reduce regular duties for 1 academic term. For those that do not accrue sick leave, Chancellors may approve leave with pay for up to 12 workweeks.
6	Yale University (CT)	Yes, during the medically approved period of incapacity. One semester limit.	No	up to one semester	yes	yes, 6 mos to 2 semesters	http://provost.yale.edu/	A member of the faculty who bears or adopts a child or whose spouse bears or adopts a child will be granted upon request an unpaid Child Rearing Leave for up to one semester occurring within the first year after the birth or adoption for the purpose of the child's care.
7	University of California-San Diego	Yes (six weeks)	yes	up to 4 months	yes	Yes (1 year per child, 2 year maximum)	http://adminrecords.ucsd.edu/pgrm/docs/230-15.html	Ability to extend tenure track is for both adoption and childbirth for both parents. Active service-modified duties is available for 3-12 months for child birth or adoption by the individual, spouse or domestic partner. It is unclear if paid leave is available for adoption.
8	Duke University (NC)	Yes (one semester, up	No	No.	yes	Yes (automatic 1 year extension;	http://www.provost.duke.edu/pdfs/tbs/FHB.pdf	Leave with pay in the event of the birth of his or her child, the adoption of a child (under six years of age), or the birth
9	University of Chicago	Yes (up to 6 weeks)	No	Up to 12 weeks	yes	No	http://hr.uchicago.edu/benefits/spots/leaveoff/leaves.html	Anyone wishing to take maternity leave under this policy should discuss her leave plans with her department chair and dean at least 3 months before the proposed leave.
10	University of California-Los Angeles	Yes (up to six weeks)	No	up to 1 year	yes	yes (1 year per child, 2 year max)	http://www.apo.ucla.edu/facultyhandbook/3.htm#3j	Parents of either gender may request up to one year's parental leave without pay for the purpose of caring for a child. An academic appointee is eligible for a full-time or part-time parental leave without pay for up to one year to care for a child. The child may be the appointee's child or that of a spouse or domestic partner. Accrued vacation may be substituted in lieu of unpaid parental leave. Active service-modified duties is also an option for the primary child care provider.
11	Columbia University (NY)	Yes (up to six weeks)	No	Yes (up to 12 months)	Yes	Yes (automatic 1 year extension)	http://www.columbia.edu/cu/ypas/handbook/benefits.html	To the extent permitted by law, the University permits qualified same-sex domestic partners to participate on the same terms as legal spouses. Through the adoption assistance program, full-time officers can obtain reimbursement for up to \$5,000 in expenses they incur for each child they adopt. Partial leaves (at partial salary) are available to the primary care giver.
12	Massachusetts Institute of Technology	Yes (up to six weeks)	No	Up to 12 weeks	Yes	Yes (extension of one year)	http://web.mit.edu/facultyworklife/timeoff/tenured.html	Through the adoption assistance program, full-time officers can obtain reimbursement for up to \$5,000 in expenses they incur for each child they adopt.
13	University of Rochester (NY)	Yes (either full pay for eight weeks or .5 salary for the semester of birth)		up to 12 months for those with two years of service	Yes, see notes	Yes (automatic 1 year extension, maximum of two extensions)	http://www.rochester.edu/provost/FacultyHandbook/	Mothers that choose full pay for eight weeks are eligible to return to work with modified duties. New parents who are not the mother (including adoptions) are also eligible for modified duties or may request part-time status at reduced pay.
14	Ohio State University	Yes (up to 6 weeks)	Yes	Up to 12 workweeks	Yes	Yes (1 year)	http://hr.osu.edu/policy/	Up to 3 workweeks of paid leave for father, domestic partner or adoptive parent.
15	University of North Carolina-Chapel Hill	Yes (up to six weeks)	Yes	Up to 12 weeks	Yes	Yes (1 year)	http://facultypersonal.unc.edu/faculty/index.htm	For the birth of a child, leave options are available to both parents (biological, adoptive, or an individual that is in the position or place of a parent).
16	University of Wisconsin-Madison	Yes (up to six weeks)	Yes	Up to 12 months	Yes	Yes (1 year per child)	http://www.ohr.wisc.edu/polprocd/fambroch.pdf	Parents can return under part-time or flexible schedules at the discretion of the department.

17	Washington University in St. Louis	Yes (one semester)	No	Yes (faculty member can substitute the FMLA benefits in place of Washington University policy, which is 12 months leave)	Yes	Yes (one semester per parental leave; rounded up to nearest whole number of year to avoid administration difficulties)	http://www.wustl.edu/policies/danforth-parental-leave.html	Faculty that take a parental leave receives the same salary and benefits they would receive if not on leave and are relieved of teaching, research, and service duties. Parental leave may be taken during the semester the child is born or placed for adoption or during any subsequent semester six months or less after birth or placement. These are minimum standards; a department chair or dean can extend or provide better benefits.
18	University of Minnesota-Twin Cities	Yes (up to six weeks)	No	Up to 3 months	Yes; but see notes	Yes (one year for birth or adoption)	http://www.policy.umn.edu/Policies/Leaves/PARENTAL_LEAVE.html	Male faculty may take up to two weeks paid leave and four weeks without pay for birth or adoption of a child. Female faculty may take up to two weeks paid leave with four weeks unpaid leave for adoption. Parental leave policies are applicable to registered same-sex domestic partners. Parental leave during summer session and extension class teaching appointments will be without pay.
19	Cornell University (NY)	Yes (one semester)	No	Up to 12 weeks	Yes	Yes (up to two semesters)	http://theuniversityofcornell.edu/handbook/notes.html	One semester of full salary for parental leave is partial relief of duties for the primary or co-equal care-giving parent.
20	New York University	Yes (up to 6 weeks)	No	Up to 12 weeks	Yes; see notes.	Yes (maximum of two semesters)	http://www.nyu.edu/content/dam/nyu/compliance/documents/FachBk2008.pdf	Workload relief policy grants one semester of relief from classroom teaching and administrative work or two semesters of 50% of these duties. Workload relief is available to adoptive parents. Leave by either parent to care for a child is considered personal leave.
21	Northwestern University (IL)	Yes (one academic term with a reduction in teaching load)	yes (unclear how long)	12 weeks	Yes	Yes (one year automatic extension; maximum of two years)	http://www.northwestern.edu/provost/policies/statements/familyleave.html	Paid leave is available for adoption. Paid leave for childrearing is available for faculty members that are at least an equal partner in caring for the child.
22	Michigan State University	Yes (up to 6 weeks)	Yes	12 weeks	yes	Yes (automatic 1 year extension; maximum of 2 extensions)	http://www.frc.msu.edu/WLpagewebsite.pdf	Adopting parents are also eligible for up to 6 weeks of paid parental leave. If both parents of a newborn or adopted child work as faculty or staff, a maximum of 6 weeks paid leave is available.
23	University of Illinois-Urbana-Champaign	Yes (up to 2 weeks)	Yes	Up to 12 weeks	Yes	unclear	http://www.ahr.uiuc.edu/employees/current/tenure.html#Leaves	Parental leave should be taken in full at the time of birth or adoption and not on an intermittent or reduced leave schedule for a period lasting longer than two weeks. Modified duties (e.g. relieved of teaching duties) is available for one semester.
24	Texas A&M University-College Station	No	Yes	Up to 12 weeks	yes	Yes (can apply for a one year extension)	http://dof.tamu.edu/faculty/policies/worklife.php	If both parents of a newborn or adopted child work as faculty or staff, a maximum of 6 weeks paid leave is available.
25	Indiana University-Bloomington	Yes (up to 12 weeks)	Yes	Up to one year	Yes	Yes (tenure clock stops during a family leave)	http://www.indiana.edu/~vpfaa/policies/handbooks_guide_s_docs/acad_handbk_100727.pdf	In addition, paid leave for childbirth and adoption can be combined with six-week sick leave for childbirth. Sick leave for pregnancy allows for up to 6 weeks of full pay and 9 weeks of 50% pay. Only faculty with two years of continuous service are eligible; appointees may take family leave up to twice in a five year period provided they return to fulltime service at for at least the fall or spring semester between leaves.
26	University of Texas-Austin	No	Yes	Up to 12 weeks	Yes	Yes (automatic extension)	http://www.utexas.edu/provost/policies/leave/sick_leave.html#7	If both parents of a newborn or adopted child work as faculty or staff, a maximum of a combined 12 weeks is available.
27	University of Washington	Yes (up to 12 weeks)	Yes	Up to 90 days	Yes	Yes (time spent on family or sick leave can be excluded from the accumulation of time)	http://www.washington.edu/faculty/facsenate/handbook/Volume4.html	
28	University of Iowa	Yes; see notes (up to six weeks)	Yes	Up to 12 weeks	Yes	Yes (automatic one year extension for each child); see notes	http://provost.uiowa.edu/faculty/facultydevelopment/Faculty_Handbook/worklife.htm	For each minor child added during or two years prior to the probationary period, an automatic extension is added. In addition, if more than two children are added, a request can be made for a one-year extension for each child beyond the two-year extension. Newly adoptive parents receive 5 days of paid leave (charged against accrued sick leave). Biological mothers receive up to six weeks paid leave (charged against accrued sick leave and, if sick leave is not sufficient, vacation and compensatory time, or a leave without pay).
29	Emory University (GA)	Yes (see notes)	No	Up to 12 weeks	Yes	Yes (automatic 1 year per child, 2 year maximum)	http://www.emory.edu/PB/OVOST/documents/facultydevelopment/Faculty_Handbook.pdf	Intermittent or reduced schedule leave is not permitted for birth of a child, to care for a newborn child, or for placement of a child for adoption or foster care. Faculty members who require intermittent leave or reduced-schedule leave must try to schedule their leave so that it will not disrupt the department's operations. Employees who are granted FMLA leave must use any applicable accrued paid leave beginning with the effective date of the leave. Upon exhaustion of any applicable paid leave, the remainder of any FMLA leave will be unpaid.
30	SUNY-Stony Brook	No	Yes (see notes)	Up to 7 months	Yes	unclear	http://www.stonybrook.edu/cas/personnel/faculty.shtml	Vacation and/or holiday accruals may be used. Accrued sick leave is only eligible to be used during the disability period (4 weeks prior to and 6-8 weeks after delivery). Leave for care after childbirth is available to either parent. Childcare leaves can be extended to 12 months if the employee applies through the FMLA process.

31	University of Maryland–College Park	no	yes	up to 12 weeks	yes	yes		
32	Rice University (TX)	yes, up to one semester	unclear	up to 12 weeks	yes	yes, up to 1 year	http://professor.rice.edu/professor/Faculty_Leaves.asp	The primary caregiver leave policy covers full-time benefit-eligible faculty members in the following categories: 1) birth parent; 2) adoptive parent of a child under the age of one year; 3) spouse or domestic partner of birth parent. A full-time faculty member in one of these categories, and who is also the child's primary caregiver, will be entitled to one full semester leave at full pay.
33	University of California–Davis	no	yes (6 weeks)	up to 4 months	yes	yes (2 year max)		See University of California Academic Personnel Manual
34	University of Pennsylvania	no	yes	up to 12 weeks	yes	see notes	http://www.upenn.edu/assoc-provost/handbook/UPenn%20Faculty%20Handbook_Oct2006.pdf	If such a leave is granted to a member of the Standing Faculty on a term appointment, this leave will be counted as part of the time accumulated toward tenure unless expressly provided otherwise in the formal action approving the leave.
35	University of California–Irvine	no	yes (6 weeks)	up to 4 months	yes	yes (2 year max)		See University of California Academic Personnel Manual
36	Pennsylvania State University	yes (6 weeks)	yes if necessary	up to 12 months	yes	yes (1 year total)		
37	Johns Hopkins University (MD)	Yes (8weeks)	Yes	Up to 12 weeks	yes	unclear	http://www.hopkinsmedicine.org/som/faculty/policies/faculty_policies/parental_leave.html	The secondary caregiver should have the option of taking up to four weeks paid leave. Accrued vacation time can also be used by the primary and secondary caregiver.
38	University of Arizona	yes	yes	up to 12 weeks	yes	unclear	http://www.hr.arizona.edu/07_sep/apptdLeaves/fml.php	
39	University of Virginia	no	yes	up to 12 weeks	yes	Yes (length unclear)	http://www.virginia.edu/provost/policies.html	If the child placed is under seven years of age, the first three weeks shall be leave with full pay and all allowable fringe benefits. If at the birth or placement of a child both parents are employees of the University, FMLA leave for both employees may be limited to a combined total of twelve weeks. A Modified Service Leave of up to one semester for teaching faculty or six months for administrative or non-teaching faculty will be granted on request to the primary caretaker of one's child, spouse, or other disabled or elderly adult. During this period, salary will be prorated to amount worked, with the restriction that the modified service must involve no less than a 50% work commitment.
40	Florida State University	yes (up to 6 weeks)	Yes (up to 6 months)	up to 6 months	yes	Yes (see notes)	http://dof.fsu.edu/Leave/Attendance-and-Leave/Parental-Leave	Eligible for part-time leave at end of approved parental leave for a period not to exceed 1 year. Semester(s) during which an employee is on compensated or uncompensated leave will not be creditable for the purpose of determining eligibility for tenure except by mutual agreement of the faculty member and the dean.
41	Rutgers State University (NJ)	Yes (up to 26 weeks - see notes)	no	up to 12 weeks	yes	unclear	http://uhr.rutgers.edu/Faculty.htm	Childbirth qualifies as a condition of temporary disability for the mother. The benefit is 66% of the average weekly wage for up to 26 weeks. The maximum weekly benefit in 2010 = \$561
42	Georgetown University (DC)	Yes (up to 3 months)	yes	up to 16 weeks	yes	Yes (extend 1 year at time of child birth or placement)	http://www1.georgetown.edu/facultyhandbook/toc/section5/	In the case of a woman giving birth, she first receives paid Disability Leave during the post-partum recovery period, and then she can start Family Care Leave. Family Care Leave can also be used for the serious illness of children, spouses or parents. Under the Family Care Leave policy, you may take up to four months of leave without pay or you may work half-time for up to four months at half pay and be fully reinstated to your position upon your return. Can choose between Federal and District of Columbia Family and Medical Leave. Federal leave allows for 12 weeks leave within a 12 month period; Medical leave permits 16 weeks within a 24 month period.
43	George Washington University (DC)	Yes (up to 5 months; see notes)	yes	up to 16 weeks	yes	Yes (1 year extension; maximum of 2 extensions)	http://www.gwu.edu/~academic/OfficeVicePresident/pdf/Faculty_Handbook.pdf	Childbirth is considered a temporary disability; leave associated with this does not require a formal request if it is less than one month and is paid leave. Faculty members with 2 years of service may receive up to 5 months paid leave if they request temporary disability. Child caregivers can choose between Federal and District of Columbia Family and Medical Leave. Federal leave allows for 12 weeks leave within a 12 month period; Medical leave permits 16 weeks within a 24 month period.
44	University of Pittsburgh	Yes (up to 4 weeks)	yes	up to 12 months	yes	Yes(1 year extension; maximum of 3 years)	http://www.provost.pitt.edu/info/FacultyHandbook.pdf	Tenure extension is given unless faculty member requests that it not be granted.
45	University of Notre Dame (IN)	yes	yes	up to 12 weeks	yes	Yes (1 year to either the 3 year or 6 year probationary period)	http://facultyhandbook.nd.edu/university-policies/fmla/	Leave cannot be taken intermittently or on a reduced-time basis unless both the department and the individual agree on the schedule of intermittent or reduced leave. Faculty members who become eligible to take a primary caregiver extension during their first three-year appointment may elect to apply the extension to their first three-year appointment or they may defer such extension and, if reappointed, apply it to the second three-year appointment period.

46	University of Colorado–Boulder	Yes (up to 6 months; see notes)	Yes (up to 1 semester)	No.	yes	Yes (one year automatic extension; maximum of two years)	http://www.colorado.edu/humres/faculty/	In the case of 9-month appointees, they are permitted one semester paid leave using accrued vacation and sick leave; if the accrued sick leave is not enough to cover the one-semester period, then the faculty member who is the primary caregiver may continue the leave for the remainder of the period at half pay with full benefits. Differentiated payloads can also be negotiated. Twelve-month faculty members, officers and exempt professionals are entitled to use up to a maximum of six months accrued sick leave and vacation leave.
47	Brown University (RI)	Yes (up to six weeks; see notes)	no	up to 12 weeks	yes	Yes (one year automatic extension; maximum of two years)	http://www.brown.edu/Administration/Provost/handbook/HAA2009.pdf	Should her pregnancy disable her for a longer period (as attested by a physician), the University shall continue her salary up to the same six month period as for other disabilities. Brown University provides one semester of classroom teaching relief for faculty members who are primary caregivers for newborn children or newly adopted children. Tenure extension is given unless faculty member requests that it not be granted. However, no extension is ordinarily possible in the final year of an assistant professor's appointment at Brown.
48	Syracuse University (NY)	Yes (normally 6-8 weeks; see notes)	yes	up to 12 weeks	yes	Yes (one year extension; maximum of two years)	http://supolicies.syr.edu/emp_ben/leave_parental.htm	If the mother receives a declaration of medical disability, she is eligible for 16 weeks of full pay and 10 weeks of reduced (60% of their base) pay. Parental leave (including adoptions) may consist of either half of semester of paid time off or it may consist of a reduction of work load in a semester by 50%, including up to one course relief. If both the parents are tenured or tenure-track faculty members, they may each receive parental leave during different semesters.
49	Vanderbilt University (TN)	Yes (up to six weeks)	no	up to 16 weeks	yes	unclear	https://medschool.vanderbilt.edu/faculty/policies-procedures	If additional weeks of leave are requested, full benefits but not salary will be maintained for up to a maximum of an additional 10 weeks. If a faculty member and his or her spouse or domestic partner would otherwise both be eligible for parental leave under this policy, both may take this parental leave, but not simultaneously and not for more than a combined total of 12 weeks.
50	Claremont Graduate School (CA)	Yes (up to one semester)	yes	up to 12 weeks	yes	Yes (see notes)	http://www.cgu.edu/incluide/handbook/CGU_Faculty_Parental_Leave_Policy.pdf	The parental leave policy is designed to provide partial paid time off for CGU faculty members in the first six months after the birth or adoption of a child in order to care for the said child. Two forms of paid leave are available: 1) a full, 2-course reduction is compensated with 75% of salary while 2) a one course reduction receives 100% of pay compensation. The maximum duration of the compensated leave is one semester. Faculty members may request that the leave semester not be counted in the number of semesters of University employment prior to a contract renewal, tenure or promotion review. The faculty member will not receive credit toward a sabbatical leave during a parental leave.