

**Recommendation from the Standing Committee for Women Faculty
Cost estimates for the Parental Leave**

12/22/14

1. The cost estimates from the attached spreadsheets are very conservative.
2. The data for number of faculty members in each category, and average salaries, are from Institutional Research.
3. We have included costs based upon different assumptions about the probability of a faculty member taking parental leave in any given year. The probabilities range from 0.5% to 1.7%.
4. Faculty is defined as regular faculty, faculty with senior teaching appointments and special appointment faculty.
5. The cost projections are calculated for faculty 50 years of age or younger.
6. The best case scenario shows the total cost to the university if 0.5% of faculty takes parental leave in any given year. The cost is **\$80,565**.
7. The worst case scenario shows the total cost to the university if 1.7% of faculty takes parental leave in any given year. The cost is **\$273,922**.
8. There are a variety of cases in between these two scenarios.
9. We believe these are overestimates of what the true cost will be of the parental leave policy being proposed – the true costs are incremental costs over what is budgeted for with the existing parental leave policy.
10. The benefits from this proposed parental leave policy are significant and the expected costs of the policy are modest. Not only is this a good investment, but the policy takes a significant step toward CSU becoming the best place for women to work.

Standing Committee on the Status of Women Faculty
Colorado State University
Parental Leave for Faculty Recommendations
December 29, 2014

TOPIC: Parental Leave for Faculty for Faculty recommendations submitted for consideration

BACKGROUND

1. *Origins of the Parental Leave for Faculty recommendations:*

- The Standing Committee on the Status of Women Faculty (SCSWF) was formed in Summer 2014 and charged with making Colorado State University an unsurpassed workplace for women.
- SCSWF collaborates with other university entities on common goals addressing women faculty equity issues; identifies and recommends to the president programs, projects, and initiatives; provides input and assesses University-wide analyses, and meets with the President regularly to provide reports, recommendations, and updates.
- On October 8, 2014, university president Tony Frank asked the SCSWF to review and comment on CSU's Parental Leave Policy revisions and from that review the SCSWF decided that a specific parental leave policy addressing the unique status of faculty was needed.

2. *Rationale for the policy:*

- In the spirit of aspiring for excellence in everything we do, the policy recommended here is based on the parental leave policies at high caliber universities that are known to be excellent work environments for women faculty.
- It is recognized that in general faculty members starting out in their careers are expected to produce high quality scholarly work. At the same time many of them are interested in starting families.
- In order to recruit and retain the best scholars, the university must support a balance between an academic career and family responsibilities, especially for women who in most cases continue to bear a larger share of parenting responsibilities than men.
- The university makes a long run investment in its faculty and it is in the interests of the university to support new parents through birth or adoption by providing paid time off as they assume responsibility for the care of a new child or children.
- In order to avoid inequities across the university, the financial responsibility for this paid leave must lie with the central administration.
- This is a first step in supporting the careers of faculty members who become new parents and it is expected that senior faculty, department chairs and deans work with these faculty members to ensure that a culture of support for career-family life balance is achieved.

3. *Nature of the Problem the Parental Leave for Faculty recommendations address*

- The newly revised (Fall 2014) Parental Leave Policy does not adequately address the needs or concerns of faculty and some of the problems include:
 - No mention is made of the role of the department or program chair, who is central in the process of finding coverage for faculty on leave.

- The current policy does not take into consideration that regardless of the amount of sick leave a faculty member has, his or her parental leave will likely interrupt an academic semester. Further, another arrangement will have to be made for instruction of the course while the faculty member is on this leave. Shifts in staffing in mid-semester are disruptive to a student's course experience, and present challenges for the faculty member. Such challenges should be met with an understanding of student needs and a commitment to making transitions between instructors as smoothly as possible.
- The current policy does not give faculty members who are not the birth mother sufficient time off to assume the responsibilities of being a new parent. In order to support both women and men taking responsibility for the care of children it is essential that all faculty members – women and men, birth mothers and other parents, receive the same parental leave benefits.

4. *Process used in the development of the Parental Leave recommendations*

- Literature review conducted on (1) parental and maternity leave policies at other universities/colleges; (2) maternity and parental leave policies of CSU peer institutions; and (3) best practices in university maternity and parental leave policies.
- The current Parental Leave Policy for CSU employees was reviewed by all SCSWF members.
- A draft of a proposed policy was developed.
- The draft of proposed policy sent to faculty and administrators.
- The feedback was used to modify and clarify this recommendation.

SUMMARY OF RECOMMENDATIONS OF THE PARENTAL LEAVE FOR FACULTY RECOMMENDATIONS (December 2014)

- Faculty eligible for leave are faculty members on Regular Appointments, Senior Teaching Appointments, and Special Appointments. If the appointment is not full-time, then the leave will be pro-rated.
- A faculty member becomes a Parent of a child for purposes of this policy at the time of the child's birth or placement for adoption.
- Parental leave for faculty will depend on their effort distribution and on the duties they are seeking relief from during the period of their parental leave.
- Faculty members who have teaching responsibilities are eligible for one full semester of teaching relief (16 weeks) or its equivalent (half time relief over two semesters).
- The relief will normally begin during the semester/term of the birth or adoption, and should be completed within one year after the teaching relief begins. When possible the leave should coincide with the semester calendar.
- It will be the responsibility of the Central Administration to provide departments with the money necessary to pay for coverage of the faculty member's teaching responsibilities being released during the period of leave.
- It should be noted that the cost of this recommendation is an incremental over and above what Central Administration currently provides.

- Faculty members who have teaching responsibilities are also eligible for relief from duties other than teaching. If they so chose they can receive up to 12 weeks of paid leave pro-rated by the percent of their effort distribution they are seeking relief from such as service and research.
- It is the responsibility of the central administration to provide departments with the money to pay for the coverage of the faculty member's duties being released during the period of leave.
- Faculty members who do not have teaching responsibilities are eligible for relief from up to 100 percent of their duties for up to 12 weeks.
- It is the responsibility of Central Administration to provide departments/divisions with the money to pay for coverage of the faculty member's duties being released during the period of leave.
- In all cases, a faculty member should consult with their chair or division director, then submit a written request for leave to the Provost as early as possible to facilitate adequate planning.
- It is expected that parental leave that involves relief from duties other than teaching be taken concurrently with Family Medical Leave (FML).

Special Considerations

- This policy does not address certain situations. However, faculty facing these special situations should also be considered for parental leave and should negotiate with their chairs and the Provost for special consideration.
- These situations include, but are not limited to, temporary faculty who become new parents and faculty members providing foster care, and guardianship. We expect "guardianship" to be covered by the adoption policies above, but recognize there may be "guardianship" issues outside of the adoption policies above that require special consideration.
- Birth mothers who have medical complications are eligible for additional time off to be covered by sick leave and/or short-term disability as per CSU's HR policy.

FINAL COMMENTS:

In order for CSU to become the best place for women to work it is imperative that we invest in women's careers for the long term, and support them if they choose to have children. Excellence is not achieved without cost. In this case, however, the cost of a paid parental leave policy for faculty is relatively modest (see attached cost estimates). Currently there is no parental leave policy that addresses research, teaching and service relief of the faculty. The President's Commission on Women and Gender Equity for over five years has consistently proposed the essence of this recommendation to the administration. The Standing Committee of the Status of Women Faculty urges the President to act expeditiously to approve the recommendation so that it can be implemented by Fall 2015. We are in agreement that we want CSU to be the best place for women to work. The recommended policy is a step toward that direction.

Cost Estimate for Parental Leave
YS December 29 2014

Percent Taking Parental Leave (Assumptions)	0.50%	0.70%	0.90%	1.10%	1.30%	1.50%	1.70%
*Number of FULL Professors (9 month)	475	475	475	475	475	475	475
Number over 50	372	372	372	372	372	372	372
Number under 50	103	103	103	103	103	103	103
Total Full Professors	475	475	475	475	475	475	475
Women under 50	36	36	36	36	36	36	36
Men under 50	67	67	67	67	67	67	67
Total Full Professors under 50	103	103	103	103	103	103	103
Average Salary	\$114,828	\$114,828	\$114,828	\$114,828	\$114,828	\$114,828	\$114,828
Monthly Pay(Salary/12)	\$9,569	\$9,569	\$9,569	\$9,569	\$9,569	\$9,569	\$9,569
Weekly Pay (Total/52)	\$2,208	\$2,208	\$2,208	\$2,208	\$2,208	\$2,208	\$2,208
Percent Teaching	50%	50%	50%	50%	50%	50%	50%
Cost per Faculty teaching 16 weeks per week	\$17,666	\$17,666	\$17,666	\$17,666	\$17,666	\$17,666	\$17,666
**Number Faculty Taking Faculty Leave	0.52	0.72	0.93	1.13	1.34	1.55	1.75
Est Cost Per Year Teaching	\$ 9,098	\$ 12,737	\$ 16,376	\$ 20,015	\$ 23,655	\$ 27,294	\$ 30,933
Percent Research/Service	50%	50%	50%	50%	50%	50%	50%
Cost per Faculty service/research 12 weeks per wee	\$13,249	\$13,249	\$13,249	\$13,249	\$13,249	\$13,249	\$13,249
Number Faculty Taking Faculty Leave	0.52	0.72	0.93	1.13	1.34	1.55	1.75
Est Cost Per Year Research/Service	\$6,823	\$9,553	\$12,282	\$15,012	\$17,741	\$20,470	\$23,200
Total Estimated Cost Per Year Parental leave	\$15,921	\$22,290	\$28,658	\$35,027	\$41,395	\$47,764	\$54,133

Cost Estimate for Parental Leave

YS December 29 2014

Percent Taking Parental Leave (Assumptions)	0.50%	0.70%	0.90%	1.10%	1.30%	1.50%	1.70%
Number of ASSOCIATE Professors (9 month)	413	413	413	413	413	413	413
Number over 50	145	145	145	145	145	145	145
Number under 50	268	268	268	268	268	268	268
Total Associate Professors	413	413	413	413	413	413	413
Women under 50	116	116	116	116	116	116	116
Men under 50	152	152	152	152	152	152	152
Total Associate Professors under 50	268	268	268	268	268	268	268
Average Salary	\$85,491	\$85,491	\$85,491	\$85,491	\$85,491	\$85,491	\$85,491
Monthly Pay(Salary/12)	\$7,124	\$7,124	\$7,124	\$7,124	\$7,124	\$7,124	\$7,124
Weekly Pay (Total/52)	\$1,644	\$1,644	\$1,644	\$1,644	\$1,644	\$1,644	\$1,644
Percent Teaching	50%	50%	50%	50%	50%	50%	50%
Cost per Faculty teaching 16 weeks per week	\$13,152	\$13,152	\$13,152	\$13,152	\$13,152	\$13,152	\$13,152
Number needing parental leave teaching	1.34	1.88	2.41	2.95	3.48	4.02	4.56
Est Cost Per Year Teaching	\$ 17,624	\$ 24,674	\$ 31,724	\$ 38,773	\$ 45,823	\$ 52,873	\$ 59,923
Percent Research/Service	50%	50%	50%	50%	50%	50%	50%
Cost per Faculty service/research 12 weeks per wee	\$9,864	\$9,864	\$9,864	\$9,864	\$9,864	\$9,864	\$9,864
Number Faculty Taking Faculty Leave (number unde	1.34	1.88	2.41	2.95	3.48	4.02	4.56
Est Cost Per Year Research/Service	\$13,218	\$18,506	\$23,793	\$29,080	\$34,367	\$39,655	\$44,942
Total Estimated Cost Per Year Parental leave	\$30,843	\$43,180	\$55,517	\$67,854	\$80,191	\$92,528	\$104,865

Cost Estimate for Parental Leave
YS December 29 2014

Percent Taking Parental Leave (Assumptions)	0.50%	0.70%	0.90%	1.10%	1.30%	1.50%	1.70%
*Number of ASSISTANT Professors (9 month)	342	342	342	342	342	342	342
Number over 50	122	122	122	122	122	122	122
Number under 50	220	220	220	220	220	220	220
Total Assistant Professors	342	342	342	342	342	342	342
Women under 50	106	106	106	106	106	106	106
Men under 50	114	114	114	114	114	114	114
Total Assistant Professors under 50	220	220	220	220	220	220	220
Average Salary	\$76,782	\$76,782	\$76,782	\$76,782	\$76,782	\$76,782	\$76,782
Monthly Pay(Salary/12)	\$6,399	\$6,399	\$6,399	\$6,399	\$6,399	\$6,399	\$6,399
Weekly Pay (Total/52)	\$1,477	\$1,477	\$1,477	\$1,477	\$1,477	\$1,477	\$1,477
Percent Teaching	50%	2.39	3.08	3.76	4.45	5.13	5.81
Cost per Faculty teaching 16 weeks per week	\$11,813	\$11,813	\$11,813	\$11,813	\$11,813	\$11,813	\$11,813
Number needing parental leave teaching	1.10	1.54	1.98	2.42	2.86	3.30	3.74
Est Cost Per Year Teaching	\$ 12,994	\$ 18,191	\$ 23,389	\$ 28,587	\$ 33,784	\$ 38,982	\$ 44,179
Percent Research/Service	50%	50%	50%	50%	50%	50%	50%
Cost per Faculty service/research 12 weeks per wee	\$8,859	\$8,859	\$8,859	\$8,859	\$8,859	\$8,859	\$8,859
Number needing parental leave research	1.10	1.54	1.98	2.42	2.86	3.30	3.74
Est Cost Per Year Research/Service	\$9,745	\$13,644	\$17,542	\$21,440	\$25,338	\$29,236	\$33,134
Total Estimated Cost Per Year Parental leave	\$22,739	\$31,835	\$40,931	\$50,026	\$59,122	\$68,218	\$77,314

Cost Estimate for Parental Leave

YS December 29 2014

Percent Taking Parental Leave (Assumptions)	0.50%	0.70%	0.90%	1.10%	1.30%	1.50%	1.70%
*Number of Special Appointment /STA (9 month)	289	289	289	289	289	289	289
Number over 50	95	95	95	95	95	95	95
Number under 50	194	194	194	194	194	194	194
Total Instructors	289	289	289	289	289	289	289
Women under 50	123	123	123	123	123	123	123
Men under 50	71	71	71	71	71	71	71
Total Special Appointment /STA under 50	194	194	194	194	194	194	194
*Average Salary	\$42,359	\$42,359	\$42,359	\$42,359	\$42,359	\$42,359	\$42,359
Monthly Pay(Salary/12)	\$3,530	\$3,530	\$3,530	\$3,530	\$3,530	\$3,530	\$3,530
Weekly Pay (Total/52)	\$815	\$815	\$815	\$815	\$815	\$815	\$815
Percent Teaching	50%	50%	50%	50%	50%	50%	50%
Cost per Faculty teaching 16 weeks per week	\$6,517	\$6,517	\$6,517	\$6,517	\$6,517	\$6,517	\$6,517
Number needing parental leave teaching	0.97	1.36	1.75	2.13	2.52	2.91	3.30
Est Cost Per Year Teaching	\$6,321	\$8,850	\$11,378	\$13,907	\$16,435	\$18,964	\$21,492
Percent Research/Service	50%	50%	50%	50%	50%	50%	50%
Cost per Faculty service/research 12 weeks per week	\$4,888	\$4,888	\$4,888	\$4,888	\$4,888	\$4,888	\$4,888
Number needing parental leave research	0.97	1.36	1.75	2.13	2.52	2.91	3.30
Est Cost Per Year Research/Service	\$4,741	\$6,637	\$8,534	\$10,430	\$12,326	\$14,223	\$16,119
Total Estimated Cost Per Year Parental leave	\$11,062	\$15,487	\$19,912	\$24,337	\$28,762	\$33,187	\$37,612
Total Estimated Cost ALL FACULTY	\$80,565	\$112,792	\$145,018	\$177,244	\$209,470	\$241,696	\$273,922

ASSUMPTIONS

- Faculty taking parental leave ranges from .05% to .017%
- Men and women take parental leave equally
- Fifty percent teaching load
- Fifty percent research/service
- All eligible take full advantage of teaching and research/service benefits

Number of Faculty and Salary Data from Institutional Research (2014)

\$80,565 Lowest Estimate

\$273,922 Highest Estimate