Parental Teaching/Workload for Faculty

1. Purpose. Texas A&M has a vested interest in the long-term productivity of its faculty. The University’s parental teaching/workload rule is designed to provide flexibility in teaching obligations of faculty members who are the primary caregivers to their newborn infant, or to their newly adopted infant or child. This rule is also designed to protect the University’s investment in its faculty.

2. Rule. A long term faculty member who is serving as primary caregiver for his or her newborn or newly adopted child would qualify for a change in workload assignment with less formal classroom instruction. Departments are expected to be flexible in dealing with temporary interruptions in normal service. Therefore department heads should work with faculty to arrange one / two semester(s) of equivalent teaching credit in lieu of formal classroom teaching or other time-rigid duties for the birth or adoption of a new child for any eligible faculty member. The changes in workload assignments should be designed to provide maximum flexibility in the faculty member’s schedule while being consistent with the Faculty Workload Policy Statement (derived from University Rule 12.03.99.M1).

Eligible faculty members are those that are either tenured, tenure-track or have worked full-time for 5 out of the last 7 years for the department and will be the primary caregiver for the new child. Faculty will refer to all individuals whose title is so defined by the faculty senate.

Faculty can, of course, take available and appropriate leave under FMLA. The faculty member may be assigned alternate duties for any time not covered by that leave in a given semester in order to meet teaching workforce reports.

In the case of dual-career faculty couples that share the child care responsibilities the teaching load redistribution may be shared.

3. Application. Faculty who desire a change in workload assignment must discuss their plans with their Department Head at the earliest opportunity to assess the potential impact the individual’s assignment of equivalent teaching credits will have on the department’s teaching plan.