

## Research support and teaching reductions for UBC Science faculty members who take maternity/parental/adoption leaves

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### PREAMBLE

The UBC Faculty of Science strives to support our faculty members in their teaching and research endeavours, while balancing commitments in their personal lives. Many scientists who are on maternity or parental leave face significant challenges before, during and after the leave: in keeping labs running, in supervising graduate students, in maintaining scientific collaborations, and in maintaining visibility in their scientific communities. For these reasons, the Faculty of Science supports the following principles for all departments.

### PRINCIPLES

- Teaching reductions will be provided to instructors and professors, in proportion to the amount of leave taken. The amount of teaching reduction should be independent of the start date of the leave period. (For example, the amount of teaching reduction a faculty member gets should not depend on whether the leave starts in April or October.)
- Reductions in service duties will be provided to instructors and professors, in proportion to the amount of leave taken.
- Additional support will be provided to help professors maintain research momentum. Funds could be used to cover the costs of research needs that arise as a result of the leave, or by freeing up time through additional reductions in teaching or service, or by both of these means. Examples of research needs (which will vary across departments) might include partial support of a post-doctoral fellow or a graduate student to help manage lab activities or supervise personnel, funds to bring collaborators to UBC during a period when a new parent has limited flexibility in travelling, funds to cover the extra costs of travelling with an infant, or stipends for graduate students.
- Faculty members who are eligible for Employment Insurance and UBC's Supplementary Employment Benefits should apply for such benefits. Funds provided to departments from these benefits should then be used to cover the costs of teaching reductions and research support. Costs of teaching reductions beyond the period of the leave and costs of research support will be borne by departments except in the following cases where costs will be borne by the dean's office: faculty members who give birth to, or adopt, a baby within six months before or after arriving at UBC, Canada Research Chairs and endowment professors.
- The dean's office will also cover the costs of teaching and administrative reductions for adoptive parents, to match the leave obtained by birth parents.
- Written departmental policies should clearly explain how the amount of research support, and teaching and administrative reductions is determined and what procedures should be followed to request it. Policies and procedures should be posted and accessible to all faculty members at any time and should be communicated to candidates and new faculty members.
- The departmental policy should be filed with the dean's office. Any new or revised departmental policy should be provided to the dean's office for review and approval before implementation in the department.