

Military Training Leave

Academics who are members of any United States Armed Forces reserve unit are granted paid leaves for purposes of annual training exercises or if called to active duty. The duration and benefits change to comply with changes in regulatory guidelines. Following the paid leave, a military leave without salary may be granted. Current regulations are reflected in the Human Resources online policy at

https://www.dfa.cornell.edu/sites/default/files/vol6_2_1.pdf. Academic policy, which refers to the Human Resources policy, may be found online at: <https://www.dfa.cornell.edu/tools-library/policies/leaves-professors-and-academic>.

Cornell academic parental leave provides one semester of partial relief with full salary for the primary or co-equal care-giving parent in an eligible Cornell academic appointment as determined through college policy. The primary or co-equal care-giving parent is one who has significant responsibility for the care of a child and those responsibilities interfere substantially with academic responsibilities. If the child is adopted or placed for foster care, the child must be younger than five years old for the parent to qualify. Details about college policy may be obtained from the office of the department chair or the dean. General aspects of policy and examples of leave options in family care or self-care situations are available on the online policy website at

<https://www.dfa.cornell.edu/tools-library/policies/leaves-professors-and-academic-staff>

For a parent of a newborn or during an adopted or foster child's first year in the household, when duties as primary or co-equal care-giving parent call tenure-track faculty members away from their work, the university will provide, on request, automatic extension of the tenure clock for up to two semesters. Similarly, in situations beyond those of primary care-giving parent where parenting duties interfere substantially with progress in the academic program, tenure-clock extensions may be requested through the department chair for approval by the dean and the provost. Those participating in the tenure review process are directed not to allow the professor's use of Cornell academic parental leave or family-related tenure-clock extensions to be a negative element or to have a negative influence in the evaluation of any candidate for tenure.