

Significant changes summer 2021

4.6.1 (Instructor) Appointments are normally for one year, with the expectation that the faculty member will receive their degree within that time period.

7.3 Activities warranting such additional compensation should be beneficial to the University and involve services distinct from those which are ordinarily expected of a faculty member. Teaching, research, the advising and counseling of students **in the fall and spring semesters**, and service to the department and to the University are among those duties normally expected of a faculty member.”

7.5 on consulting, “the University provides that faculty may devote no more than 20 percent effort, or an average of one day per week, to outside business activities **or to extensions of their ordinary duties (including teaching) at the University for which they receive additional compensation**. More extensive outside activities must receive prior approval from the appropriate divisional Dean and could require a concomitant reduction in assigned university duties and compensation.”

13.6.1 Parental Leave Non-regular faculty members (excluding Postdocs, see below) who average of 75 percent or greater effort and who are on a contract of a year or more or who have been at Brown continuously for at least a year, who become natural or adoptive parents and are the primary caregiver of a newborn or newly adopted child, are automatically eligible for six weeks’ leave with salary. In cases in which the faculty member is supported by grants or contracts, the salary while on parental leave continues to be paid from these sources when possible, in proportion to effort and subject to the availability of funding. In cases where the faculty member averaged less than full time before the leave, salary will be adjusted in proportion to average effort over the prior year. The weeks of leave must be taken consecutively and must be taken with 12 weeks of the birth or placement for adoption.