

Parental Leave Policy Institutional Comparison

(Based on publicly available information, September 2018)

Institution	Paid Parental Leave	FMLA Pay Substitution*	Tenure Clock Stop Policy
USHE Institutions			
Utah Valley University	✓ Ten days	✓ Standard	✓
Dixie State University	-	✓ Standard	-
University of Utah	-	✓ Standard	✓
Utah State University	-	Up to six weeks sick leave for physical birth; up to four weeks sick leave for adoption	-
Salt Lake Community College	-	-	-
Snow College	-	✓ Standard	-
Southern Utah University	-	✓ Standard	-
Weber State University	-	Up to six weeks sick leave for standard delivery; up to eight weeks for c-section; or as needed by doctor's orders	-
IPEDS Institutions			
Boise State University	-	✓ Standard	-
California State University-Northridge	Dependent on contract	✓ Standard	-
Ferris State University	Dependent on contract	✓ Standard	-
Indiana University Purdue University Fort Wayne	✓ Six weeks, two-time limited use	✓ Standard; six weeks paid leave included in twelve week leave	✓
Kennesaw State University	-	✓ Standard	-
Metropolitan State University of Denver	-	✓ Standard	-
Northern Kentucky University	-	✓ Standard	-
Youngstown State University	Dependent on contract	✓ Standard	-

*Standard FMLA pay substitution means an employee may take parental leave (or other FMLA leave) unpaid for up to twelve weeks. Sick leave, vacation leave, and other paid leave can be used to substitute the pay the employee would have received if they had not taken FMLA leave.