

October 27, 2022

Dear Colleagues,

I welcome today's announcement of the work of the [Guadalupe Project](#) and President Kilpatrick to move Catholic University towards being an even more hospitable place for pregnant and parenting faculty, staff, and students. One of the things I love about this University is the deep commitment of so many members of this university community to family life. I am glad to see the University taking additional concrete steps towards supporting those living out their vocation to parenthood.

Last year, we implemented a paid parental leave policy for members of the faculty. Found in Section III.B.10 of the Faculty Handbook, this policy provides eligible faculty with eight weeks of paid leave to care for a newborn child, newly adopted child, new foster child, or a child newly placed in the parent's legal custody. These eight weeks must be taken continuously during a fall or spring semester, and can be taken either in the semester in which the child arrives or in the semester after the child's arrival. Faculty are relieved of all teaching duties during the semester in which the leave occurs: eight weeks of that semester will be dedicated to parental leave and the remainder of the semester to research or pedagogical development, with perhaps some service obligations as well.

I have had the privilege of approving a number of requests for paid parental leave under this policy since the policy took effect. The number of children born into or otherwise joining our faculty families is a great sign of vibrant life in our community. To further support faculty families, today I am happy to announce that I will be initiating the process of modifying the Faculty Handbook to extend paid parental leave for faculty from eight weeks to twelve, to remove the current restriction that allows only one parent, if both are employees of the University, to take parental leave, and to remove the current waiting period for eligibility.

I will close by reiterating my firm commitment, shared by President Kilpatrick, to ensuring that parental leave is made available fully and freely, in accordance with

the Faculty Handbook, across all of our Departments and Schools. I am grateful to the Department Chairs and Deans for joining me in this commitment.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Aaron Dominguez', with a stylized, cursive script.

Aaron

Aaron Dominguez, Ph.D.
Provost
The Catholic University of America