

Modified Duties Attendant to Parenthood

Tenured or Tenure-Track Faculty Member

A tenured or tenure-track faculty member who becomes a parent by birth or adoption and has at least co-equal caregiving responsibilities for an infant or toddler is entitled, upon request, to a period of modified duties without a reduction in salary. This period is designed to permit the faculty member a period of adjustment to the parenting needs of a newly born or adopted child. Modified duties provide relief from direct teaching responsibilities for an academic semester and must be taken within 12 months of a child joining the family. The faculty member is expected to fulfill his or her service responsibilities and to maintain research activity. The faculty member cannot be employed by another institution during the period of modified duties.

Lecturers

A full-time lecturer with an appointment in the College of Arts and Sciences who becomes a parent by birth or adoption and has at least co-equal caregiving responsibilities for an infant or toddler is entitled, upon request, to a period of modified duties without a reduction in salary. This period is designed to permit the faculty member a period of adjustment to the parenting needs of a newly born or adopted child. The College policy grants a two- course reduction in a lecturer's teaching responsibilities for one academic semester within 12 months of a child joining the family. The lecturer may also bank the remaining courses that they would offer that semester for teaching in a subsequent semester (but not later than in the next academic year). The faculty member cannot be employed by another institution during the period of modified duties.

Procedures

Modified duties are available immediately upon employment in the college. A faculty member may take one term of modified duties for each child added to the family.

A faculty member who wishes to take a period of modified duties should submit a written request to the Associate Dean of Faculty, with a copy to the appropriate

department chair. The request should state the reason for a period of modified duties, the term for which modified duties is being requested, and the responsibilities the faculty member will continue to perform.

The college will provide the faculty member's department with reasonable resources to replace teaching that is lost through the granting of a term of modified duties.

This policy does not preclude the possibility, in circumstances involving a medically complicated pregnancy, of a faculty person on the advice of their physician requesting Temporary Disability Leave (TDL), with pay, for a period not to exceed six months. The TDL process can be initiated through the department chair and the Associate Dean of Faculty in the College. TDL with pay for more than six months requires approval by the Board of Trustees and may entail an application for Long Term Disability accommodation.