

Faculty policy revised to include childbearing leave, modified duties

Policy 320 on faculty obligations and time requirements has been amended to include childbearing leave and modified duties, the latter of which is for major life changes such as adoption, the birth of a child and personal or family health issues.

The policy changes were initiated by NDSU Advance FORWARD and the Commission on the Status of Women Faculty to:

- ensure women faculty have institutional support to take medical leave for childbirth
- recruit women faculty
- help all faculty balance their personal and professional responsibilities

The childbearing leave addition to the policy allows women faculty to take six weeks of medical leave for childbirth without reduction in pay. Childbearing leave is available for tenured and tenure-track faculty, professors of practice and senior lecturers with less than 12-month contracts since they do not earn sick leave.

The modified duties addition to the policy allows male and female faculty members to change duties and goals without reduction of salary for a limited period of time. “A person taking ‘modified duties’ will still be at a 100 percent workload and 100 percent salary; however, the nature of the responsibilities for this time period will be adjusted,” the policy states.

Modified duties are for faculty members who can work but can’t do their normal job because they are new parents, have a health problem or are taking care of a child, partner or parent with a serious health problem.

The policy amendments are based on a policy originally researched, developed and implemented in the College of Human Development and Education.