

Modified Duties for New Parents

201.93

I. Policy

The purpose of this policy is to provide eligible faculty members with a period of time in which to adjust to the demands of parenting newly born or adopted children under the age of six.

The University's Sick Leave Policy provides faculty with a paid leave plan for disability due to pregnancy, childbirth or related medical conditions. See [Standard Practice Guide 201.11-1](#), *Sick Leave Plan Academic Appointments*. Eligibility for modified duties is in addition to this paid sick leave.

An eligible faculty member who meets the criteria below is entitled, upon request, to a period of modified duties without a reduction in salary:

- Gives birth to a child, or becomes a parent of a newly born or adopted child (or children in the case of a multiple birth or adoption of more than one child simultaneously) under the age of six,
- Takes significant and sustained care-giving responsibility for the child (or children) during the period for which modified duties are requested as a single parent or, where there are two parents, that is at least as time-consuming as the care-giving responsibility of the faculty member's spouse or partner, and
- Meets the regulations described in Section II of this policy.

The relevant dean (or his or her designate), in consultation with the eligible faculty member, will determine the ways in which the faculty member's duties will be modified. At a minimum the relevant school or college will make arrangements that relieve the faculty member from direct teaching responsibilities for the period of modified duties. For faculty members with significant direct clinical responsibilities or limited teaching obligations, other modifications will be provided appropriate to their circumstances. Faculty on modified duties status will typically be expected to fulfill their other professional responsibilities during the period of modified duties, including those responsibilities for which the faculty member is uniquely qualified, such as advising doctoral candidates.

A period of modified duties does not affect a faculty member's tenure probationary period. The relevant complementary policy is [Standard Practice Guide 201.92](#), *Tenure Probationary Period: Effects on Tenure Clock of Childbearing and Dependent Care Responsibilities*, which provides guidelines about excluding time from the years of countable service that constitute the tenure probationary period due to the effects of pregnancy, childbirth, or related medical conditions or due to the demands of dependent care.

The schools, colleges, and campuses may adopt policies that provide periods of modified duties for other groups of faculty. The schools and colleges may define modified duties more broadly than the requirements set forth in this policy..

II. Regulations

- A. This policy applies to eligible faculty upon employment.
- B. An eligible faculty member may take one term of modified duties for each birth or adoption that adds a child or children to his or her family. If both parents are employed in an eligible position at the University, each of them may take a period of modified duties for each birth or adoption that adds a child or children to their family if both of them meet the other eligibility criteria.
- C. For birth mothers who are eligible faculty only, a second term of modified duties (as provided for above) will be

granted upon request.

D. All periods of modified duties must begin within twelve months of the date of the relevant birth or adoption.

Procedures:

<http://www.umich.edu/~hrra/procedures/spg201-93.htm>

Attachment		Size
Printable PDF of SPG Section 201.93, Modified Duties for New Parents		27.86 KB
SPG number: 201.93	Applies to: Professors, Associate Professors, and Assistant Professors	Related policies: Leaves of Absence without Salary (Instructional)
Date issued: May 10, 2005	Approved by: Office of the Provost and Executive Vice President for Academic Affairs	Sick Leave Plan – Academic Appointments
Last updated: August 20, 2015	Owner: Office of the Provost and Executive Vice President for Academic Affairs	Tenure Probationary Period: Effects on Tenure Clock of Childbearing and Dependent Care Responsibilities
Next review date: August 20, 2019	Primary Contact: Office of the Provost and Executive Vice President for Academic Affairs	Related links: Procedures

Hard copies of this document are considered uncontrolled. If you have a printed version, please refer to the University SPG website (spg.umich.edu) for the official, most recent version.