

16.A General Principles

In recognition that extended periods of leave from regular University duties may enhance the professional effectiveness of University faculty, the University has developed a variety of paid and unpaid leaves to meet those needs. Extenuating personal circumstances that prevent faculty members from carrying out their duties are also recognized in policies and programs that provide for paid and unpaid leaves in appropriate instances. Certain University holidays and closure rules affect the responsibilities of all faculty and staff. There are other periods when classes are not held but University offices remain open (for example, University Spring break and Martin Luther King, Jr. Day; see handbook subsection [8.D.1 "Academic Calendar"](#)). University policies related to vacation allowance are relevant for all faculty on twelve-month appointments.

The University of Michigan also offers paid leaves to support faculty who welcome children by birth, adoption, foster care or legal guardianship:

- Maternity (Childbirth) Leave: Up to 6 weeks of paid time off to recover from childbirth (available to birth mothers); and
- Parental Leave: Up to 6 weeks of paid time off to bond with a new child (available to birth mothers who have also used maternity leave, fathers and other parents).

Also, effective September 1, 2018, eligibility for all uses of extended sick time was reduced from two years of service to one year for faculty (as well as campus staff and Medical School staff).

Leaves of absences for librarians, archivists, and curators, are governed by Article XXIII and Article XXIV in the [LEO-GLAM collective bargaining agreement](#).

For more information, see [SPG 201.30-6](#).

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