

6.D Extensions of the Probationary Period for Childbearing, Dependent Care, or Medical Leave

6.D.1 Introduction

As described in more detail below, faculty who bear children, have dependent care responsibilities, or take medical leaves, may apply to have time excluded from the countable years of service that constitute the relevant tenure probationary period and/or may take a period of modified duties. Access to paid leaves is also available to support faculty and staff who welcome children by birth, adoption, foster care or legal guardianship (see, "Paid Maternity [Childbirth] and Parental Leaves," [SPG 201.30-6](#)). In some instances, the leave is automatic upon request by a faculty member while in other instances the leave is discretionary to be determined by the appropriate dean. The right to the paid parental leave under [SPG 201.30-6](#) is automatic, but scheduling is at the discretion of the department.

Faculty are advised to check with their school or college for additional relevant policies. Faculty who benefit from one of these policies work throughout the tenure probationary period, carrying their usual range of responsibilities, except during those periods when they may be on modified duties, on extended sick leave, or other available leaves (e.g., Paid Maternity [Childbirth] and Parental Leaves, [SPG 201.30-6](#)). See handbook [Chapter 16, "Leaves, Absences, Holidays, Vacations, and University Closures"](#). Applications under these policies must be made to the dean of the relevant school or college, and implementation varies from unit to unit.

To promote University-wide consistency and record keeping, a copy of all requests and responses made under these policies must be forwarded to the [Office of Academic Human Resources](#) and, in the case of the UM-Dearborn and UM-Flint campuses, the chancellor.

6.D.2 Modified Duties for New Parents

To provide time to adjust to the demands of parenting newly born or adopted children, [SPG 201.93](#) ("Modified Duties for New Parents") entitles professorial faculty members who meet the criteria described below, 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
- Begins the period of modified duties within twelve months of the date of the relevant birth or adoption.

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. The relevant dean or department chair is responsible for making the necessary teaching arrangements (i.e., for replacement teaching during the period of modified duties or replacement clinical services).

Eligible faculty members may choose to take one term of modified duties for each event that adds a child or children to his or her family through birth or adoption. If both parents are employed in an eligible position at the University, each of them may choose to take a period of modified duties for each event that adds a child or children to their family by birth or adoption if both of them meet the other eligibility criteria. See [SPG 201.93 "Modified Duties for New Parents"](#).

In addition, and to support the University of Michigan's commitment to faculty and staff as they balance family, professional and academic responsibilities, the university is committed to providing paid time off for parents who give birth and for other parents who support both the physical recovery associated with birth and also provides bonding time with children new to the family. For that purpose, the university provides paid maternity (childbirth) leave and paid parental leave. The university's maternity (childbirth) leave policy provides up to six weeks of paid time off for recovery from childbirth. A separate parental leave benefit provides all eligible parents, including non-birth parents, with up to six weeks of paid time off to bond with a new child (whether the child joins the family by birth, adoption, foster care or legal guardianship). Eligible birth parents may use both leaves for a total of 12 weeks.

Faculty who are eligible to take a period of modified duties may either do so or take parental leave instead. For more information, see [SPG 201.30-6](#). A period of modified duties does not, by itself, affect a faculty member's tenure probationary period. The relevant complementary policy is [SPG 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.

6.D.3 Stopping the Tenure Clock for Childbearing or Dependent Care

Childbearing

In recognition of the effects that pregnancy, childbirth, and related medical conditions can have upon the time and energy a woman has to devote to her professional responsibilities and thus her ability to work at the pace or level expected to achieve tenure, a woman who bears one or more children during her tenure probationary period shall, upon written request to the relevant dean, or in the case of the Dearborn and Flint campuses, the relevant provost, be granted an exclusion of one year for each event of childbirth from the countable years of service that constitute such tenure probationary period, up to a maximum of two years.

Dependent Care

Also, the demands of caring for dependents (such as children¹, including newly adopted children; ill or injured partners; or aging parents) may seriously affect the time and energy faculty have to devote to their professional responsibilities during the tenure probationary period. In recognition of the difficulty of

combining an academic career with such dependent care demands, a faculty member in such circumstances may, upon written request to the relevant dean, or, in the case of the Dearborn and Flint campuses, the relevant provost, be granted an exclusion of one year for each dependent care request from the countable years of service that constitute that individual's tenure probationary period, up to a maximum of two years.

Additional information about this topic is found in [SPG 201.92](#).

6.D.4 Medical Leave

If an untenured faculty member suffers a serious illness and receives an approved extended sick leave, the faculty member may, upon written application to the relevant dean and with the approval of the provost, be granted an exclusion of that period of illness (up to one year) from the countable years of service that constitute that individual's tenure probationary period. ([SPG 201.13](#)) For more information on sick leaves, see handbook [Chapter 16 "Leaves, Absences, Holidays, Vacations, and University Closures"](#) and [SPG 201.30-1](#).