

# A&S Maternity Leave issue

**From:** Nietzel, Michael

**Sent:** Tuesday, October 19, 2004 2:25 PM

**To:** Yanarella, Ernest J

**Cc:** Greissman, Richard

**Subject:** FW: Maternity Leave: Piloting a Modified Duties Policy in A&S

Ernie: I received this proposal from Dean Hoch. I believe it is intended to improve our policy - both in principle and in execution. I would appreciate you asking Senate Council to provide me any advice on the matter that it determines might be useful. Thanks. Mike

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**From:** Hoch, Steven

**Sent:** Friday, September 17, 2004 1:30 PM

**To:** Nietzel, Michael

**Subject:** Maternity Leave: Piloting a Modified Duties Policy in A&S

Mike,

The College's longstanding, approved variation on the University's maternity leave policy "permits the granting of a one-course reduction in the semester of (or after) the birth or adoption of a child. A faculty person may request of the dean this course reduction through her department chair. The faculty person is encouraged to lodge her request in the chair's office at least one semester prior to the academic term in which the leave will be taken to ensure the department has sufficient time to plan for the instructional shortfall."

While this variation works better for teaching faculty on nine-month appointments than does the current six weeks of paid leave, it has significant drawbacks. The expectant/new mother is still responsible for one course during the semester in question. What this usually means is that the faculty member ends up being obliged to ask colleagues to fill in for her for several weeks around the birth of the child, creating a situation in which the mother is made to feel guilty for imposing on her colleagues, her colleagues take on additional work for no extra pay, and the quality of the course that is offered often suffers, despite the good will and best efforts of all involved (and assuming there is good will all around; some departments rise to the occasion more eagerly and efficiently than others, thus creating further inequities).

Several benchmark or comparable institutions have addressed these difficulties by implementing a Modified Duties policy, namely Michigan, Illinois, UCLA, and UVA. Under a Modified Duties Policy, the expectant/new mother is released from all teaching duties during the semester in question, but receives full compensation because she continues to attend to the multitude of non-classroom duties that are part and parcel of life as a faculty member in a research university.

I am writing to request that the College of Arts & Sciences be permitted to pilot Modified Duties policy. With early notification and careful advanced planning, departments and the College should be able to cover the lost instruction at little or no additional cost. Please see a proposed draft for a pilot below.

Steve

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## Proposed Pilot Policy on Modified Duties Attendant to Maternity Leave

### College of Arts and Sciences

The policies described in this document apply to tenure-track and tenured faculty members of the College of Arts & Sciences who hold full-time appointments.

#### MODIFIED DUTIES

A faculty member who becomes a parent 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" includes relief from direct teaching responsibilities for an academic semester. The faculty member is expected to fulfill his or her other responsibilities and to maintain research activity. The faculty member cannot be employed by another institution during the period of modified duties.

**Terms/Eligibility:** Modified duties are available to a member of the faculty (tenure-track or tenured) who becomes a parent and who has at least co-equal caregiving responsibilities for an infant or adopted child. The period of modified duties must be taken within 12 months of a child joining the family, whether by birth or adoption. Modified duties are available immediately upon employment in the College. If both parents are employed in the College at a rank eligible for this benefit, only one parent may take a period of modified duties for a particular child. A faculty member may take one term of modified duties for each child added to the family.

Procedure: A faculty member who wishes to take a period of modified duties should submit a written request to the appropriate chair with a copy to Associate Dean Harling. 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.

Funding: 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.

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