



How to talk to your Unit Head or Dean about Parental Leave:

Did you know that the U is already working on a new parental leave procedure?

The WFC has worked with the Provost's Office to develop a procedure to reduce teaching duties for recent parents. It has not yet been implemented because the University is currently under a "Status Quo" order.*

In the meantime, how can you advocate for parental leave?

PARENTAL LEAVE HAS A LIMITED IMPACT ON UNITS
Only 1-2% of faculty become new parents per year, so accommodating parental leave should not be seen as overly burdensome on units.

SEMESTER LEAVES MAKE MORE SENSE

The current HR policy already gives women up to 6 weeks paid leave, and men up to two weeks paid and an additional 4 weeks unpaid leave for the birth or adoption of a child. Given the nature of the academic calendar, it is easier to plan for a semester's absence than for a period of weeks.

RESEARCH MONEY IS FOR RESEARCH

It is unfair to expect new parents to spend their own research funds to support their parental leaves. Such a burden falls disproportionately on female faculty, and prevents their advancement.

IT'S CHEAPER IN THE LONG RUN

On average, it costs units \$8,500/semester to replace faculty teachers. Compare that with over \$300,000 in costs to replace a tenure track faculty member who leaves the university in frustration. This includes lost start-up funds, research funds, the cost of searches, and replacement teaching.

FAMILY-UNFRIENDLY PRACTICES RUIN RECRUITMENT

In a 2014 comparison of similar research universities, the WFC found that Minnesota provided less parental leave to faculty than many of our peers. This hurts our reputation and ability to hire excellent scholars.

TIMES HAVE CHANGED

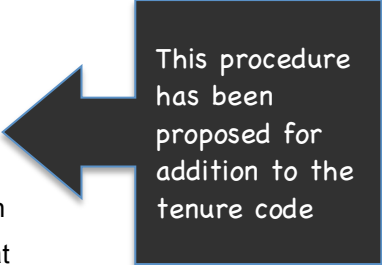
Several decades ago it was expected that men worked while women stayed home. Disallowing sufficient parental leave is an antiquated sexist practice that creates barriers for parents, disproportionately women, to participate equally in the workplace.

CONSIDER YOUR UNIT'S REPUTATION

Some university units are already using the parental leave policy while others have yet to implement it. This creates inequity and unfairness. Why wait?

***IX. Modified Duties: Parenting Accommodations**

The University of Minnesota supports policies that help faculty members adjust to the demands of foster parenting or parenting newly born or adopted children. Modified Duties: Parenting Accommodations refers to a period in which normal teaching duties are reduced to allow a faculty member to prepare for and/or care for a newborn child or a child newly placed for adoption or foster care. The policy aims to ensure that adjustment to new family commitments does not adversely affect the faculty member's academic career. This provision is separate from other University of Minnesota policies such as parental leave, unpaid leave, or extension of the probationary period.



This procedure has been proposed for addition to the tenure code

A tenured or tenure track faculty member is eligible for a period of modified duties for each event of birth or placement. The birth or placement of one or more children at the same time constitutes a single event of birth or placement. If the birth or adoption occurs during the summer months, the faculty member is eligible for one semester of modified duties. Eligible faculty are tenured faculty and tenure-track faculty. If both parents are eligible, the policy applies to both. The child may be the faculty member's child, foster child, or that of a spouse or domestic partner. The expectation for eligible faculty is that they must assume significant and sustained care-giving responsibility for the child (or children) during the period for which teaching relief is requested.

Faculty members must notify their department chair or head in writing of their intent to seek teaching release. The notification should occur as far in advance of the leave as possible (normally one-semester, though shorter notice is acceptable when one cannot reasonably anticipate birth or adoption date) to ensure the department can arrange to cover the faculty member's teaching obligations. The relevant department chair and head, in consultation with the eligible faculty member, will determine the ways in which the faculty member's duties will be modified. The unit will make arrangements that relieve the faculty member from direct teaching responsibilities for the period of modified duties.

The modified duties period is not a leave of absence. Faculty on modified duties status typically will 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 or pursuing their scholarly work. This modification of duties period typically will include full relief from teaching without the assignment of additional teaching duties before or after to offset those teaching duties that were reduced during the modified duties period.