

FACULTY FAMILY POLICY

This Policy establishes rules governing leaves and extensions of tenure probationary periods by faculty members for childbearing, adoption and/or childrearing. Any leave hereunder is independent of a personal leave taken in accordance with the provisions of the Family Medical Leave Act.

I. ELIGIBILITY

This Policy applies to:

1. full-time, benefits-eligible tenured or tenure-track faculty; and
2. other full-time, benefits-eligible instructional faculty who, at the time of the birth or adoption, have completed three years of continuous full-time service on the IIT faculty or who are serving on an academic appointment of three years or longer at the time of the leave.

This Policy does not apply to persons who hold research faculty.

II. QUALIFYING CIRCUMSTANCES

A. Leave for Childbearing

Paid leave is provided to eligible faculty members for childbirth. If a medically certified disability arises as a result of pregnancy or childbearing which renders the faculty member unable to work before or after the academic term in which the faculty member takes this childbearing leave, the faculty member is eligible for additional leave per IIT policies. A faculty member who takes a leave for childbearing is not eligible to take a childrearing leave.

B. Leave for Adoption

Paid leave is provided to eligible faculty members for adoption of a child. A faculty member who takes a leave for adoption of a child is not eligible to take a childrearing leave.

C. Leave for Childrearing

Paid leave is provided to eligible faculty members who are at least an equal partner in caring for a child. A faculty member is only entitled to a leave for childrearing if he or she has not taken a leave for childbearing or adoption of a child.

III. LENGTH AND TIMING OF LEAVES

A. Childbearing and Adoption Leave

The leave is for one semester. This leave must be taken during the academic term in which the birth or adoption takes place or during the academic term immediately following the birth or adoption. The faculty member is expected to notify his or her dean of his or her intention to take such a leave at least 60 days prior to the beginning of the academic term during which the leave will take

place, except that in cases of adoption a shorter notification period will be acceptable if circumstances so dictate.

B. Childrearing Leave

The leave is for one semester. This leave must commence within 12 months of the birth or adoption of the child. Requests for childrearing leave will be granted upon recommendation of the requester's dean and the approval of the Provost. In general, such a leave will be granted unless the dean and provost determine that granting the requested leave would result in an undue burden to the department given its then-current circumstances. Relevant factors that will be considered in evaluating any such request will include, without limitation, the staffing of the department, the number of faculty members already scheduled for leave, the number of enrolled students and class loads. The faculty member is expected to submit a request for leave to his or her dean at least 60 days prior to the beginning of the academic term requested as the leave period.

IV. EXPECTATIONS DURING CHILDBEARING, ADOPTION OR CHILDREARING LEAVES

A faculty member on a childbearing, adoption or childrearing leave will not be required to teach or to fulfill such other University service responsibilities as membership on committees; however, he or she is expected to retain responsibility for (i) the submission of grant proposals and (ii) any necessary supervision of students pursuing such work as undergraduate senior research or project courses and masters or doctoral research.

V. TENURE CLOCK EXTENSION

In addition to being eligible to take a leave for childbearing, adoption or childrearing pursuant to this Policy, a faculty member will be eligible for an extension of his or her pre-tenure probationary period because of the birth, adoption or rearing of a dependent child. (A faculty member's ability to seek an extension of his or her pre-tenure probationary period shall not be dependent on whether he or she took a leave for childbearing, adoption or childrearing.) Specifically, up to a one-year extension will be granted to mothers following childbirth and to parents following adoption, and up to an additional one-year extension for childrearing may be granted to a parent who is at least an equal partner in caring for a child. The extension of the pre-tenure probationary period will not exceed a total of two years within a faculty member's pre-tenure probationary period at IIT, regardless of the number of children born to and/or adopted by the faculty member.

In cases of birth or adoption of a child, approval for extension of the pre-tenure probationary period for one year (or such lesser period as requested) will be automatic upon written request by the faculty member in accordance with Appendix R of the Faculty Handbook. In cases of childrearing, approval for extension of the pre-tenure probationary period will be discretionary, and requests for such an extension based upon childrearing will be made and evaluated in accordance with Appendix R of the Faculty Handbook.