

FACULTY FAMILY POLICY

This Policy establishes rules governing leaves and extensions of tenure probationary periods for faculty members for childbearing, adoption and/or childrearing.

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 appointments.

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 for the same child.

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 for the same child.

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 entitled to a leave for childrearing only if he or she has not taken a leave for childbearing or adoption of a child.

III. LENGTH AND TIMING OF LEAVES

The leave is for one semester and 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.

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. Specifically, a one-year extension will be granted to a faculty member following leave for childbirth, adoption or childrearing. If the faculty member is in his or her first probationary term, the extension will be applied to that term. Otherwise, it will be applied to the second term.

Approval for extension of the pre-tenure probationary period for one year will be automatic upon written request by the faculty member in accordance with Appendix R of the Faculty Handbook. A faculty member's ability to seek an extension of his or her pre-tenure probationary period shall not depend on whether he or she took a leave for childbearing, adoption or childrearing, i.e. a faculty member may seek an extension following the procedures of Appendix R even if he or she has not taken a leave.

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.