

Contact: Lola Lopes

MODIFIED DUTIES FOR NEW PARENTS

Action Requested: Receive the report concerning the Modified Duties for New Parents policy in place at the University of Iowa.

Executive Summary:

The University has provided the following for Board's information regarding the Modified Duties for New Parents policy. Lola Lopes, Interim Executive Vice President and Provost, will be present at the Board meeting to provide further explanation and respond to questions.

- The University of Iowa, like top universities nationwide, is working to boost the number of women on our faculty. Increasingly, women and dual academic career couples look for positions that will support not just academic success, but successful family life. In order for the university to recruit and retain faculty in a competitive market, policies need to be developed addressing the needs of these faculty.
- A modified duties policy for new parents is one of several policies commonly used in developing a family friendly environment, and it is an approach supported by the American Association of University Professors (AAUP). Based on a 2007 national survey, 30% of doctoral extensive universities have a formal modified duties policy; and the remainder allow modifications as an informal practice.
- Since 2000, SUI policy (Operations Manual 22.8.a and 22.8.c) has required departments to adapt the work schedules and duties of employees who are new parents "to help reduce conflict with parental obligations." However, the application of this policy to faculty has been informal and has varied widely from unit to unit.
- In 2006, the University's Faculty Gender Equity Task Force, recommended that the Provost establish a central modified duties policy that would have the effect of standardizing application of 22.8 for new faculty parents. As part of the response to this recommendation, Provost Michael Hogan presented the idea for a formal modified duties policy to the Deans in spring 2007 and then proceeded to develop a formal policy. In order to be consistent with the best practices of peer institutions, the SUI policy was modeled on those at the University of Michigan and the University of Illinois, Champaign-Urbana.
- The essence of the policy is that an eligible faculty member may request that her or his duties be modified in order to provide more flexibility for one semester within the first year after a young child enters the home. The semester of modified duties is not a leave. Faculty granted modified duties continue at 100% effort during the affected semester.
- Because classroom teaching is the most inflexible activity for many faculty, modified duties usually involve moving effort from classroom teaching to scholarship, service, or other teaching related duties. Examples include the preparation of research proposals, papers, and course materials; supervision of graduate student research; and academic service. During the period of modified duties, faculty members are expected to remain in the community in order to be available to their students and colleagues.

- The policy was vetted on campus during the 2007-08 academic year:
 - **November 2007.** Interim Provost Lola Lopes presented a draft proposal to the Deans.
 - **November through February.** Revised versions were circulated to the colleges for input.
 - **February 2008.** Interim Provost Lopes presented the proposal to the President and Vice Presidents.
 - **February 2008.** The proposed policy was reviewed by the Associate Vice President for Human Resources, who determined that there would be no adverse affect on staff.
 - **April 2008.** The policy was formally approved by the Provost, the policy was posted, and the campus notified.
 - Details of implementation continue to be made as experience is gained with the policy.

Based on previous experience with developmental assignments, it is expected the costs of implementation will be between \$150,000 and \$170,000 annually.

The full policy appears on the following page.

Provost Policy: Modified Duties for Faculty Members with a New Child
Approved 03/11/2008

The purpose of this policy is to address the difficulties involved when a faculty member is responsible for semester-long teaching responsibilities (or other types of responsibilities in some cases) after a new child enters the home. This policy enables the primary caregiver (or co-equal primary caregivers) of a new child to spend more time with the child in the first year the child is in the home.

Upon request, tenured and tenure track, and clinical track faculty members at the Assistant, Associate, and Full Professor rank, who have a new child (or children) in the home under the age of 6 shall be granted a period of modified duties without a reduction in effort or salary.

This program is not a leave. Faculty members on modified duties status will generally be relieved of teaching but will be expected to be fully employed by fulfilling their other professional responsibilities that can be scheduled around the bonding period such as preparation of research proposals, papers, and course materials; supervision of graduate student research; and, and in most cases, academic service. If academic service expectations require frequent on-campus attendance, modifications may be negotiated as well.

For faculty members with significant direct clinical responsibilities, limited teaching obligations, or for whom teaching is integral to the provision of clinical care, other modifications will be provided appropriate to their circumstances.

During the period of modified duties, faculty members will be expected to remain in the community, in order to be available to their students and colleagues. Absences from the community require the usual approvals from the department and college.

Because the period of modified duties is not a leave, and it is not subject to the requirement for payback. Eligibility for modified duties is in addition to any paid parental leave received by the faculty member.

The maximum period for which modified duties will be assigned is one semester, and the semester must fall within 12 months after the child enters the home. This limit applies even if more than one child has entered the home (as in the case of a multiple birth or the simultaneous adoption of more than one child). If both parents are in the same department, they would generally be expected to request modified duties in different semesters.

The department (and/or College) shall be responsible for arranging for coverage of direct teaching responsibilities for the period of modified duties.

Procedures

A faculty member who wishes to request modified duties status should make the request in writing to her or his DEO (or Dean in non-departmentalized colleges). The request must include the statement that the faculty member is the primary, or a co-equal caregiver, and should include the date the child entered (or is estimated to enter) the home. Informing the DEO as early as possible will allow time to identify alternate faculty to teach the affected courses if relevant, or to make arrangements for coverage of other duties. The request should generally be made no later than 3 months in advance of the affected semester or activities. When a request for modified duties status is submitted, the DEO, will approve the request and forward it to the Dean of the college. The dean will approve the request and send a copy to the faculty member, the DEO, and the Office of the Provost.

The Provost will reevaluate this policy three years from the semester in which the program is implemented.