

Parental Leave and Modified Duties Policies across the Big Ten

Robert Drago and Kelly Davis, April 14, 2009¹

DISCLAIMER: Please note that the information provided here may represent a substantial simplification of formal policies, and should not be viewed as an official statement by or for any of the institutions.

The Penn State Commission for Women is currently addressing policies and practices around the arrival of new children for faculty, staff, post-doctorates, graduate and undergraduate students. As part of these efforts, we generated the following description of relevant policies across most of the institutions comprising the Big Ten.

There are many reasons that universities institute parental leave and related policies. They can help to humanize the institutions, and thereby enhance the sense of community and commitment among employees and students. They can also serve as mechanisms to attract and retain talented individuals (Waldfogel et al 1999), and particularly the women who are more likely than men to utilize the policies, hence improving gender equity in terms of faculty numbers. It is worth stressing, however, that we believe these policies are and should be available and used by men in order to foster gender equity in both the workplace and the home.

It is also important to place this policy description in a broader context. Research on conflicts between work and family has established that, although women more often use relevant policies such as parental leave, many and often a majority of women do not use the policies for fear of reprisals and adverse career repercussions (Hochschild 1997; Stone 2006). That finding has also been replicated in studies of college and university faculty, who often avoid partnering and having children altogether or, when making family commitments, avoid use of leave and modified duties policies in order to maintain appearances as committed professionals (Drago et al 2005). Further, given faculty often enjoy higher salaries and relative job security when tenured, it seems likely that fear of utilization is even more often a factor for staff, post-doctoral fellows, and students. So, even the best of policies are at most necessary but not sufficient for establishing a university that is inclusive for caregivers.

The status differences across these groups may be exacerbated by uneven policy availability. Such divergence could, if present, create feelings of unfairness and thereby reduce employee/student commitment and hence reduce the quality of the institution. We therefore check for relevant differences in policies between faculty, staff, postdoctoral fellows, graduate students, and undergraduate students.

The information used to develop this report was generated as follows. A summary of Penn State policies around leave and modified duties was constructed. The summary was sent to work-life directors or other relevant individuals at the other Big 10 institutions, along with a request for comparable information. The Big 10 was selected not only due to institutional linkages, but also because the schools are roughly comparable in

¹ We thank individuals across the Big 10 institutions for providing relevant information.

terms of land-grant status, size, and reputation. Summaries were received from Northwestern, Michigan, Michigan State, Ohio State, Illinois-Urbana-Champaign, Iowa, and Wisconsin-Madison. This information was in turn translated into the tabular form found below, which was returned to responding individuals for fact-checking.

During the fact-checking phase, it was decided that information on domestic partner (DP) benefits would be useful as well. Requests for relevant information were less successful than the earlier requests, generating responses from only five of the eight institutions covered in most of the analyses. It is worth stressing that the absence of DP data implies nothing about the relevant universities; we simply were unable to gather the information. Note also that this report does not cover policies for faculty to stay the tenure clock.

The summary covers faculty, then staff, then post-docs, graduate assistants and undergraduates. Domestic partner benefits are analyzed next, and we conclude with recommendations.

Faculty Policies

Relevant policies for faculty are summarized in Table 1. Note that four of the schools provide precisely the 12 weeks of leave mandated by the federal Family and Medical Leave Act (FMLA). The law specifies that 12 weeks of unpaid leave must be made available to new mothers and fathers, regardless of whether the child is biological or adoptive. Ohio State serves as a positive outlier for biological mothers at 12 months of leave, while Michigan, Penn State and Wisconsin-Madison are positive outliers with leave up to a year, and in some cases more than a year, for parents regardless of gender or the biological/adoptive status of the child.

Pay provisions are crucial because many employees return from leave sooner than is preferred or optimal when leave is unpaid. Where pay is provided, the funding mechanism is also important. Ideally, the school or college would provide funding. The use of personal or vacation time or sick days is less ideal because new faculty parents tend to be young, so many individuals will not have accumulated sufficient time for parental leave. Funding by departments or colleague coverage is the least advantageous because faculty without tenure may face a situation where they are asking those who will later take part in their tenure decision to take on additional courses or committee work.

The modal or typical university provides around six weeks of pay during new parent leave, with funding mechanisms varying substantially. Northwestern is clearly the leading edge institution here, with school/college funding of leave, and a full academic term for the leave. The shorter paid leave periods of all other institutions create logistical difficulties because a faculty member's courses require a substitute teacher but for only a portion of the semester. Penn State, while relatively generous in leave length, is a negative outlier in terms of reliance on departmental and colleague coverage for funding.

Modified duties are viewed as an attractive way to maintain some level of faculty involvement around the event of child arrival, while providing full wages and benefits. This approach partly mitigates the problem of funding, although colleague coverage might still be an issue. It also resolves the problem of part-semester pay provisions, since modified duties are universally specified in terms consistent with academic calendars. In general, greater rather than lesser specificity in the policies is preferred to avoid inconsistent expectations on the part of faculty and administrators.

Seven of the institutions have modified duties policies, although only four institutions provide the policy option for biological fathers. The differential treatment of biological fathers is understandable given that women continue to perform around two-thirds of all childcare in the American home (Bianchi, Robinson & Milkie 2006). Opening the policies to fathers may result in men strategically utilizing the policies in order to generate more time for research if, in fact, they have full-time caregivers already present in the home. Thus, the policies might give fathers an unfair advantage in terms of research productivity relative to faculty who either use the policy for its stated purpose or do not use the policy at all (Drago & Williams, 2000). However, best practices, as found at Harvard Law School and Stanford, distinguish not on the basis of gender, but instead in terms of caregiving practice, thereby permitting men who are sole or co-primary caregivers to access these policies (see Appendix 1). Michigan and Illinois-Urbana-Champaign follow best practices, and are the leading edge institutions here in terms of modified duties policies. However, both Penn State and Ohio State have clear policies in terms of the length and definition of modified duties (i.e., a quarter at Ohio State or semester for tenured/tenure-track faculty at Penn State), and that specificity makes those policies superior to the more ambiguous policies found at some of the other institutions.

Staff Policies

Turning to staff, all of the institutions provide leave of at least 12 weeks as required under the FMLA. Ohio State is more generous for biological mothers, with a full year's leave, Michigan provides a full 24 weeks, and Wisconsin-Madison 6-12 months (depending on employee classification), in both cases regardless of gender or biological/adoptive status. Just to clarify Wisconsin-Madison's policies, classified staff can take up to 6 months paid leave; however, 12 weeks is the norm. Academic staff has the same leave as faculty, which varies by length of appointment (9 versus 12 months). Penn State is at the forefront here with unpaid leave provisions akin to those found in Europe – of at least one year in length, and irrespective of gender or biological/adoptive parent status.

Turning to paid leave and funding mechanisms, the typical length is six weeks for biological mothers, with funding via vacation time, Personal Time Off, and sick days. The Pregnancy Discrimination Act requires employers to treat pregnancy and delivery as any other disability. Most doctors agree that a woman is disabled for six weeks following delivery, therefore mothers are able to use sick days during this time period. However, biological fathers and adoptive parents tend to receive less or no paid time off relative to biological mothers. Michigan State is an exception, with biological and adoptive parents all being treated identically, although for a poor reason: all paid time off at Michigan State is accrued, while each of the other institutions provides at least some separate funding for leave. Wisconsin-Madison is at the leading edge here with at least six weeks of paid leave for all new parents, and 12 weeks for biological mothers.

What is most troubling about these patterns is that, looking broadly across the groups of biological mothers and fathers and adoptive parents, Northwestern, Michigan, Michigan State, Penn State, Illinois, and Wisconsin-Madison each provide more generous policies for faculty relative to classified, nonacademic staff. As suggested earlier, this sort of inequality may deepen previously existing inequalities between faculty and staff.

Modified duties are now common across most of the schools for biological mothers, and typically involve reduced hours and/or telecommuting. Only Michigan, Iowa, and Wisconsin-Madison provide the policies regardless of gender or biological/adoptive parent status. While understandable, the absence of relevant

policies for biological fathers and adoptive parents is problematic, and likely heightens existing gender inequalities in terms of childcare time.

Post-doc, Graduate Student, and Undergraduate Students Policies

Relevant issues for these groups should address systemic differences in needs and situation. Most undergraduates are not employees of the university, and are typically paying for attendance, while post-docs and graduate students funded through teaching and research assistantships are being paid by the institutions, and can be viewed as employees. (For legal purposes, however, they are not considered employees.) For each of these groups, either the temporary elimination or a reduction in duties or provisions for delays in meeting various deadlines can help facilitate dual commitments to education and family. Pay provisions are particularly important for post-docs and funded graduate students given they typically have low incomes so will not be able to afford unpaid leave. Complicating these issues is the fact that Circular A-21 from the Office of Management and the Budget, which governs grants and contracts associated with NIH, NSF, and the Departments of Agriculture, Energy, and Transportation, does not provide for parental leaves by post-docs and graduate students (indeed, not even by faculty) working under relevant grants. Further, given that most of these individuals will only be associated with the institution for a period of two to perhaps six years, the institutions may view provisions as a relatively poor investment compared to provisions for faculty and staff.

Instead of the leave and modified duties terminology used in the previous sections, we apply the term “accommodation” here. In part, the accommodation terminology is used because it is common to many of the institutions. Additionally, for many relevant individuals, leave *per se* might involve a change in the status of student loans, enrollment, or visas (a particular concern for international individuals).

To generate roughly comparable categories, we divide relevant policies into “complete accommodation,” wherein all duties, deadlines and responsibilities are lifted for a period, “complete paid accommodation,” which is identical except that pay provisions are in place, and “partial accommodation” for policies such as reduced schedules, some lifting of duties, or relaxation of academic deadlines.

In terms of complete accommodation, most of the institutions have some policy in place regarding postdoctoral fellows and graduate assistants. Michigan and Iowa have superior policies here, with the prior allowing many post-docs to accrue time that can be used for parental accommodation, and 6 weeks of lifted duties and deadlines for graduate assistants. The latter has specific lengths of time for both of these groups and, while the periods are relatively short, the policies are probably the most generous across the institutions.

In terms of complete paid accommodation, a substantial majority of the schools provide some pay for both post-docs and graduate assistants, but with much variation. Michigan State is arguably the leader in terms of graduate assistants, providing up to 2 months, with the policy tailored towards the last 2/3 of a semester. Overall, however, Penn State is probably the leader here, with the provision of 6 weeks with pay for either post-docs or graduate assistants, and following best practices by providing the accommodation on the basis of primary caregiver status rather than gender, although the requirement of a Dean’s approval might serve as a barrier to policy utilization. Pay is for the most part irrelevant for undergraduate students, so it is not surprising that none of the schools have relevant provisions.

In terms of partial accommodation, policies here are fairly limited overall. Only Michigan State, Illinois-Urbana-Champaign and Wisconsin-Madison have any policies, and most of these basically provide for supervisory discretion.

Parental Leave Policies for Domestic Partners

DP benefits can serve as an important mechanism for attracting and retaining talented individuals, can enhance the diversity of the institution, and can promote a sense of inclusion within the university community. The benefits are also controversial, as signaled by the absence of DP provisions in the FMLA. The issue is also complicated by rapid shifts in the legal landscape. For example, the states of Connecticut, Iowa, Massachusetts and Vermont have lifted legal prohibitions against same-sex marriage, and in the case of the University of Iowa, the lifting of the statewide ban occurred between the date that information was collected for this report and publication. Therefore, it is likely that the University of Iowa will soon have DP policies that are identical to those for heterosexual, married couples.

Quite differently, the supreme court in Michigan instituted a ban on the provision of DP benefits by state-funded institutions in May of 2008. The University of Michigan responded by initiating benefits policies that basically provide for individuals sharing a household. Therefore, in what follows, we label relevant policies as DP benefits, noting here that these are subsumed under a broader policy at the University of Michigan.

There is limited information available regarding leave policies for DPs to help care for a child they adopted with their partner or a child to whom their partner gave birth. Table 4 provides information on DP leave for five of the 8 schools included in this report. The University of Michigan and Iowa have the most detailed information on these policies. In fact, domestic partners receive the same benefits as spouses at the University of Michigan. Both University of Michigan and Penn State University allow faculty who are domestic partners up to 12 months for leave. Ohio State and Iowa provide faculty and staff 12 weeks unpaid leave, whereas Wisconsin-Madison provides no unpaid leave. Michigan is the leading institution in terms of the length of paid leave for faculty who are domestic partners at 6 to 8 weeks, Iowa allows five to 10 days plus accrued sick leave, and Penn State and Ohio State fall between the two providing 2-3 weeks, respectively.

For staff, Penn State's length of leave is the most generous for domestic partners: Penn State allows 12 months leave. University of Michigan's leave is shorter than Penn State's but is still longer than the 12 week length of FMLA at 24 weeks. Ohio State and Iowa provide 12 weeks. Academic and unclassified staff can use accrued sick leave at University of Wisconsin, pending approval. Classified staff who are domestic partners are not permitted to use accrued sick leave to help care for a new child with their partner.

Only 3 institutions specified leave for domestic partners who are postdocs and graduate assistants: University of Michigan, Ohio State, and Iowa. Ohio State is the most generous with 3 weeks paid leave for both postdocs and graduate assistants. At Michigan, graduate assistants who are domestic partners can get 3 weeks of paid leave as well; postdocs qualify for accrued time, however, this is not always available. At Iowa, postdocs can take 5 paid sick days.

Clearly leave for domestic partners is an area in need of improvement. Akin to staff in many of the institutions, domestic partners often receive second-class treatment in policy provisions, and this may cause poor morale, reduced productivity, and compromise the ability of the institutions to attract and retain talent.

Summary

There are many positive signs in the information provided here. Our best guess is that many of the relevant policies, particularly for post-docs and students as well as domestic partners, are of recent origin. The overall thrust of policy development is therefore encouraging. Further, most of the institutions have paid leave provisions across a broad spectrum of individuals associated with the university. This is laudable.

There are, however, several areas that are ripe for improvement, and at virtually all institutions:

- 1) **Make pay provisions uniform with a minimum of six weeks paid by college or school funding.** The current adverse economic climate for universities makes the provision of even 12 weeks, much less a year, of paid leave prohibitively costly. However, current policies imply that many new parents *should* utilize formal childcare arrangements starting only a few days or two weeks after a new child arrives, particularly in the case of adoptive parents among staff. Most parents prefer to avoid placing children in formal childcare so early and some childcare facilities will not even accept children until they are six weeks of age. Further, infant care is far more costly than care for children above the age of one year (Waldfogel 2006), making at least 6 weeks of leave a vital necessity for many families. Funding from the institution is also important to avoid situations where either faculty overloads result from policy utilization, or sick days must be used by predominantly younger employees who may have accumulated an insufficient quantity.
- 2) **Make paid leave length uniform across faculty and staff positions and for domestic partners.** Most of the institutions provide superior leave provisions to faculty relative to staff and for heterosexual relative to same-sex couples. If staff and domestic partners are aware of these differences, this may be a source of tension and cause for low morale and reduced levels of work performance. Even if policies are not particularly generous, consistency could help to build the university as a community.
- 3) **Experiment with partial accommodation policies for post-docs and graduate assistants.** At present, all graduate assistants are part-time, typically working for 10 to 20 hours per week. Providing explicit policies supporting assistantships of the 10 hour variety for caregivers would represent a low- or no-cost device to facilitate dual commitments. For post-docs, similar policy options could be promoted.
- 4) **Experiment with partial accommodation for students.** For undergraduates, and unfunded graduate students, the opportunity to scale back their course load in the face of caregiving opportunities is often heavily constrained. Those constraints may take the form of student loan payments coming due, the loss of health insurance or other student benefits, and higher per credit fees, all relative to the circumstances of full-time students. At least some of these disadvantages might be alleviated in cases where the student can establish that substantial caregiving commitments exist.

Table 1: Policies for Faculty*

| | Northwestern University | University of Michigan | Michigan State University | Ohio State University | The Pennsylvania State University | University of Illinois – Urbana-Champaign | University of Iowa | University of Wisconsin – Madison |
|---|-------------------------------|------------------------|---------------------------|-----------------------|-----------------------------------|---|--------------------------|---|
| Length of leave | | | | | | | | |
| Biological mothers | FMLA | 12 months+ | FMLA ^b | 12 months | 14 months | FMLA | FMLA | Up to 12 months+ |
| Biological fathers | FMLA | 12 months | FMLA | FMLA | 12 months | FMLA | FMLA | Up to 12 months+ |
| Adoptive parents | FMLA | 12 months | FMLA | FMLA | 12 months | FMLA | FMLA | Up to 12 months+ |
| Portion of leave paid | | | | | | | | |
| Biological mothers | 1 academic term (avg. 10 wks) | 6-8 weeks | 6 weeks | 6 weeks | Minimum of 6 weeks | 2 weeks + accrued time | 6 weeks + sick accrued | Up to 12 weeks (more if medically required) |
| Biological fathers | | Accrued time | 6 weeks | 3 weeks | Minimum of 2 weeks | 2 weeks + accrued time | 5-10 days + sick accrued | Up to 6 weeks (more if medically required) |
| Adoptive parents | 1 academic term (avg. 10 wks) | Accrued time | 6 weeks | 3 weeks | Minimum of 6 weeks | 2 weeks + accrued time | 5 days + sick accrued | Up to 6 weeks |
| Main sources of funding for paid leave | | | | | | | | |
| University | | | | | | YES | | |
| School/college | YES | YES | YES | | | YES | | |
| Department | | YES | | | YES | | | |
| Colleague coverage | | YES | | | YES | | | |
| Personal vacation time | | YES | YES | | | YES | YES | YES |
| Personal sick leave | | YES | YES | | | YES | YES | YES |

Table 1 continued

| | Northwestern University | University of Michigan | Michigan State University | Ohio State University | The Pennsylvania State University | University of Illinois – Urbana-Champaign | University of Iowa | University of Wisconsin – Madison |
|------------------------|--|--|----------------------------------|------------------------------|--|--|--|---|
| Modified duties | | | | | | | | |
| Biological mothers | Relief from committees, reduction in teaching load | 1 semester after period of disability | | 1 quarter teaching relief | 1 semester teaching relief | 1 semester teaching relief for mother or primary caregiver | Modify schedules and duties, such as travel with approval of dept. | Alternate duties, teaching release, return PT in 1 st year, flex schedule with approval of dept. chair |
| Biological fathers | | 1 semester for significant, sustained caregiving | | | | 1 semester teaching relief if primary caregiver | Modify schedules and duties, such as travel with approval of dept. | Alternate duties, teaching release, return PT in 1 st year, flex schedule with approval of dept. chair |
| Adoptive parents | Relief from committees, reduction in teaching load | 1 semester for significant, sustained caregiving | | | 1 semester teaching relief | 1 semester teaching relief for primary caregiver | Modify schedules and duties, such as travel with approval of dept. | Alternate duties, teaching release, return PT in 1 st year, flex schedule with approval of dept. chair |

**FMLA signifies 12 weeks of leave as specified by the Family and Medical Leave Act*

^bUp to six months for short term disability

^cWith department approval

Table 2: Policies for Staff*

| | Northwestern University | University of Michigan | Michigan State University | Ohio State University | The Pennsylvania State University | University of Illinois – Urbana-Champaign | University of Iowa | University of Wisconsin – Madison ^a |
|-------------------------------------|-------------------------|------------------------|--|--|---|---|--------------------------|--|
| <i>Length of leave</i> | | | | | | | | |
| Biological mothers | FMLA | 24 weeks+ | FMLA | 12 months, depending on classification | 14 months | FMLA | FMLA | FMLA + up to 6 months. Academic staff up to 12 months. |
| Biological fathers | FMLA | 24 weeks | FMLA | FMLA | 12 months | FMLA | FMLA | FMLA + up to 6 months. Academic staff up to 12 months. |
| Adoptive parents | FMLA | 24 weeks | FMLA | FMLA | 12 months | FMLA | FMLA | FMLA + up to 6 months. Academic staff up to 12 months. |
| <i>Portion of leave paid</i> | | | | | | | | |
| Biological mothers | 6 weeks | 6-8 weeks | Accrued sick/vac/pers/family sick time | 6 weeks | 6 weeks sick time + accrued vacation time | 2 weeks + accrued time | 6 weeks + sick accrued | Up to 12 weeks (more if medically required) |
| Biological fathers | | Accrued time | Accrued time | 3 weeks | 5 days sick family time + accrued vacation time | 2 weeks + accrued time | 5-10 days + sick accrued | Up to 6 weeks (more if medically required) |
| Adoptive parents | 5 days | Accrued time | Accrued time | 3 weeks | 5 days sick family time + accrued vacation time | 2 weeks + accrued time | 5 days + sick accrued | Up to 6 weeks |

Table 2 continued

| | Northwestern University | University of Michigan | Michigan State University | Ohio State University | The Pennsylvania State University | University of Illinois – Urbana-Champaign | University of Iowa | University of Wisconsin – Madison ^a |
|---|---|--|--------------------------------------|------------------------------|--|---|--|--|
| Main sources of funding for paid leave | | | | | | | | |
| School/college | | | YES | | | YES | | |
| Department | | | | | | | | |
| Colleague coverage | | YES | | | YES | | | |
| Vacation time & PTO | YES | YES | YES | | YES | YES | YES | YES |
| Personal sick leave | YES | YES | YES** | | YES | YES | YES | YES |
| Modified duties | | | | | | | | |
| Biological mothers | Reduced hours with reduced pay or telecommuting | Reduced hours with reduced pay or telecommuting ^c | Reduced load, flex, or telecommuting | Alternative work arrangement | Reduced hours with reduced pay, flextime, or telecommuting | | Modify schedules and duties, such as travel ^c | At the discretion of the department chair, director, or dean |
| Biological fathers | | Reduced hours with reduced pay or telecommuting ^c | | | Flextime, telecommuting, or reduced hours with reduced pay | | Modify schedules and duties, such as travel ^c | At the discretion of the department chair, director, or dean |
| Adoptive parents | | Reduced hours with reduced pay or telecommuting ^c | | | Reduced hours with reduced pay, flextime, or telecommuting | | Modify schedules and duties, such as travel ^c | At the discretion of the department chair, director, or dean |

***FMLA signifies 12 weeks of leave as specified by the Family and Medical Leave Act**

****Cannot use for adoption**

^a**Policy for classified staff. For academic staff and limited appointees, see Table 1**

^b**WFMLA = Wisconsin Family Leave Act**

^c**At discretion of supervisor**

Table 3: Policies for Post doctoral Fellows, Graduate Student Assistants, and Undergraduate Students

| | Northwestern University | University of Michigan | Michigan State University | Ohio State University | The Pennsylvania State University | University of Illinois – Urbana-Champaign | University of Iowa | University of Wisconsin - Madison |
|--|-------------------------|--|--|---|--|---|--------------------|---|
| Complete accommodation (no workload, teaching, courses or research) | | | | | | | | |
| Postdoctoral fellows | | Accrued time (not always available) | Length unspecified | Length unspecified | Length unspecified | Length unspecified | 33 days | Varies by Principal Investigator (PI) and funding source. |
| Graduate student assistants | | 6 weeks duties and deadline accommodation for new parents | Length unspecified | Length unspecified | Length unspecified | May vary by department | 13.5-18 days | Up to 12 weeks |
| Undergraduate students | | | Length unspecified | Length unspecified | Length unspecified | | | No paid leave |
| Complete paid accommodation | | | | | | | | |
| Postdoctoral fellows | | Accrued time (not always available) | 6 weeks for birth and adoptive parents | Up to 6 weeks or until last day of appt. for birth mothers; 3 weeks for father or adoptive parent | 6 weeks for primary caregiver, with Dean approval | 2 weeks | 33 days | Varies by PI |
| Graduate student assistants | | 3 weeks biol. fathers or adoptive parents, 6 weeks biol. mothers | 2 months or to the end of the appt. period | Up to 6 weeks or until last day of appt. for birth mother; 3 weeks for father or adoptive parent | 6 weeks for primary caregiver, with approval from Dean | 2 weeks of leave without loss of stipend | 13.5-18 days | 12 sick days and 22 vacation days for 12-mo. PA appointment. 12 sick days and colleague coverage for 9-month PA/TA |
| Undergraduate students | | | | | | | | |

Table 3 continued

| | Northwestern University | University of Michigan | Michigan State University | Ohio State University | The Pennsylvania State University | University of Illinois – Urbana-Champaign | University of Iowa | University of Wisconsin - Madison |
|-------------------------------------|--------------------------------|-------------------------------|-----------------------------------|------------------------------|--|--|---------------------------|---|
| <i>Partial accommodation</i> | | | | | | | | |
| Postdoctoral Fellows | | | | | | | | Varies by PI |
| Graduate Student Assistants | | | Reduced or waived schedule | | | Individualized with department approval | | Varies by faculty advisor |
| Undergraduate Students | | | Discretion of professors and Dean | | | Leave from studies with Dean approval | | Accommodation at the discretion of professors |

Table 4: Parental Leave Policies for Domestic Partners

| | University of Michigan | Ohio State University | The Pennsylvania State University | University of Iowa | University of Wisconsin - Madison |
|---------------------------------------|---|------------------------------|---|--|---|
| Faculty | | | | | |
| Length of leave | 12 months+ | 12 weeks | 12 months | 12 weeks | No FMLA |
| Portion of leave paid | 6-8 weeks | 3 weeks | Minimum 2 weeks | 5-10 days + accrued sick | |
| Main source of funding for paid leave | School/college, dept., colleague coverage, personal vacation and sick leave | | | Family caregiving leave + personal sick leave | Accrued sick leave. |
| Modified duties | 1 semester for significant, sustained caregiving | | | Modify schedules and duties, such as travel, with dept. approval | |
| Staff | | | | | |
| Length of leave | 24 weeks | 12 weeks | 12 months | 12 weeks | No FMLA |
| Portion of leave paid | Accrued time | 3 weeks | 5 days sick family time + accrued vacation time | 5-10 days + accrued sick | Academic staff can use accrued sick leave. Classified staff cannot. |
| Main source of funding for paid leave | Colleague coverage, personal vacation and sick leave | | | Family caregiving leave + personal leave | |
| Modified duties | Reduced hours with reduced pay or telecommuting | | Reduced hour with reduced pay, flextime, or telecommuting | Modify schedules and duties, such as travel, with dept. approval | |

Table 4 continued

| | University of Michigan | Ohio State University | The Pennsylvania State University | University of Iowa | University of Wisconsin - Madison |
|------------------------------------|---|------------------------------|--|---------------------------|--|
| Postdoctoral Fellows | | | | | |
| Length of leave | Accrued time (not always available) | | | | |
| Portion of leave paid | Accrued time (not always available) | 3 weeks | | 5 paid sick days | |
| Graduate Student Assistants | | | | | |
| Length of leave | 6 weeks duties and deadline accommodation for new parents | | | | |
| Portion of leave paid | 3 weeks | 3 weeks | | | |

REFERENCES

- Drago, R., C. Colbeck, D. Stauffer, A. Varner, K. Burkum, J. Fazioli, G. Guzman and T. Habasevich. 2005. "[The Avoidance of Bias Against Caregiving Among Faculty](#)," *Academe* (Sept-Oct).
- Drago, R. & J. Williams. 2000. "A Half-Time Tenure-Track Proposal." *Change* (Nov.-Dec.).
- Hochschild, A.R. 1997. *The Time Bind*. New York: Metropolitan Books.
- Stone, P. 2007. *Opting Out? Why Women Really Quit Careers and Head Home*. Berkeley CA: University of California Press.
- Waldfogel, J. 2006. *What Children Need*. Cambridge MA: Harvard University Press.
- Waldfogel, J., Higuchi, Y., & Abe, M. 1999. "Family Leave Policies and Women's Retention After Childbirth: Evidence from the United States, Britain, and Japan." *Journal of Population Economics*, 12, 523-545.
- Work-Life Law. 2009. Web page: http://www.worklifelaw.org/GenderBias_takeAction.html, accessed February 19, 2009.

Appendix 1: Excerpt from Work-Life Law

Stanford University is one example of a research institution that has adopted a Reduced Teaching and Clinical Duties policy that allows faculty to remain on full salary with reduced teaching duties. To avoid abuse of the policy, faculty are only eligible if they are the sole caregiver for at least 20 hours during the workweek between 8 a.m. and 7 p.m., Monday through Friday.[3] Similarly, Harvard Law School has adopted a policy that provides paid leave to any faculty member who is "the sole caretaker of his or her newborn or newly adopted child at least 20 hours per week, from Monday through Friday, between the hours of 9 a.m. and 5 p.m. The applicant for the leave must assert that he or she will be the "sole caregiver" for the requisite period.[4] This kind of policy is not based on biological sex, but rather on caregiver status. Under this policy, both mothers and fathers can bond with their newborn or newly adopted child.