

IOWA STATE UNIVERSITY*
Family Leave Policy for Faculty
Leave with Pay

Draft Incorporating the 2/12/02 Faculty Senate Resolution
Pertaining to Faculty Only

ISU recognizes that birth and adoption are special circumstances impacting the work lives of faculty in different ways. Eligible faculty may take paid family leave in connection with the birth of a child, or for the start of care for a child under the age of five who is an adopted or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis. Faculty may choose six weeks of leave at full pay, twelve weeks of leave at half pay, or some variant thereof.

I. Paid Leave with Modified Duties

Upon approval of the academic unit administrator, the duties of a faculty member may be modified while on leave, but the total period for modified duties plus paid leave will usually not exceed one academic term and cannot exceed more than one academic year.

[Paid Leave with Modified Duties is economical for ISU because it is not likely to incur any cost to the university. For example, a faculty member who elects to go on half-time paid leave will continue to do research at half the salary. The other half will be used to pay the cost of instruction for the courses the faculty member on leave will not be teaching.]

II. Timing of Paid Leave

Paid leave will begin at a time requested by a faculty member, but no later than six weeks after the birth or start of care for a child under the age of five who is an adopted or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis and no sooner than two weeks before the birth or the start of care for a child under the age of five who is an adopted or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis.

Paid Leave during the Summer: Only A-base faculty qualify for paid leave during the summer. B-base faculty do not.

*N.B.: The Faculty Senate Resolution came out of the Faculty Senate Committee on Women and Minorities and received the approval of the FDAR (Faculty Development and Resources) Council before it was sent to the Executive Board and then to the full Faculty Senate, which passed it on February 12, 2002. The Senate recognizes that additional work remains to be done on this document and welcomes the opportunity to continue to be part of the conversation concerning it.

C. J. Post, Chair
Faculty Senate Committee on Women and Minorities
3/11/02