

Temporary Change in Duties for Full-Time Teaching Faculty Who Expect a New Family Member through Birth or Adoption

Old Dominion University complies with Federal and State laws when overseeing employee benefits for faculty, staff, and administrators. Furthermore, the University supports members of the University community in areas of work-life balance, including policies related to telecommuting, job sharing, flexible scheduling, extension of the tenure clock, and other institutional practices. For the University, such benefits become important components of faculty recruitment and retention. For full-time teaching faculty, several key benefits are particularly important during semesters in which births or adoptions are anticipated.

The University is committed to supporting teaching faculty who expect a new family member through birth or adoption by encouraging flexible work arrangements such as research, advising, and other non-teaching duties that ease the transition from work to parental care. As such, faculty members are eligible to request a temporary change in duties that would cover a maximum of one semester for the birth or adoption of a child. This change of duties could only release the faculty member from teaching duties. Faculty must consult with her/his chair in order to arrange for one semester (fall, spring or summer) in which she/he has no teaching responsibilities. In the event both parents have teaching responsibilities in the same department and both wish to access this policy, they are required to propose staggered periods