

Summary of MSU Parental Leave Policies for Tenure-System Faculty

For details on each policy and the required documentation, refer to the faculty handbook as indicated in the links below

Situation	Short Term Disability Leave ¹	Parental Leave ²	Family Medical Leave Act (FMLA) ³	Tenure Clock Extension ⁴	Modified Duties ⁵
Birth of a child or children.	6 weeks paid leave is automatic <i>for a birth mother if requested.</i>	A separate 6 weeks paid leave is automatic <i>for parents if requested.</i> If both parents are MSU faculty or academic staff, paid parental leave provides a combined total of 6 weeks.	The FMLA provides each eligible new parent 12 weeks of leave in total. Any paid leave taken counts toward the 12 weeks.*	One-year extension automatic for either parent <i>if requested.</i> If both parents are tenure-system faculty, both are eligible for an extension. Only <i>two</i> separate one-year extensions related to birth or adoption of a child are automatic.	Up to one additional semester <i>with modified teaching assignment</i> may be requested. Must be completed in child's first year. If both parents are MSU tenure-system faculty in the same unit, their modified duties should be assigned in <i>different</i> semesters.
A new child (or children) under six years of age and/or not attending school full-time enters the home due to adoption or foster-care placement.	n/a	6 weeks paid leave automatic <i>for parents if requested.</i> If both parents are MSU faculty or academic staff, paid parental leave provides a combined total of 6 weeks.	The FMLA provides each eligible new parent 12 weeks of leave in total. Any paid leave taken counts toward the 12 weeks.*	One-year extension automatic for any parent <i>if requested.</i> If both parents are tenure-system faculty, both are eligible for an extension. Only <i>two</i> separate one-year extensions related to birth or adoption of a child are automatic.	Up to one additional semester <i>with modified teaching assignment</i> may be requested. Must be completed in child's first year in the home. If both parents are MSU tenure-system faculty in the same unit, their modified duties should be assigned in <i>different</i> semesters.

¹ <http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/medicalleave.htm>

² <http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/parentalLeave.htm>

³ <http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/familyLeave.htm>

⁴ <http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/implementation.htm>

⁵ http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/modified_duties.htm

* Timely registration of one's condition is required to establish eligibility for other benefits under the federal Family Medical Leave Act.