

Childbearing Leave (Faculty)

Faculty who give birth or adopt a child, are also entitled to receive a three-course reduction in teaching responsibilities with no loss of pay or benefits, when in conjunction with Short Term Disability leave. Full time faculty and tenure track faculty members with 6 months of continuous service prior to the event, are eligible for this policy. If the timing of short term disability leave requires that a faculty member take the three-course teaching reduction during that semester of short term disability leave, a complete reduction of duties (such as advising, departmental service, and committee work) may be granted to the faculty member for the entire semester.

If the three-course reduction is taken all at once and during the semester following birth, faculty have the option, wholly at their discretion, of extending complete reduction of duties for the entirety of the semester in which the course releases occur. This option will entail a commensurate reduction in salary of 20% for the semester (either from the September through February paychecks for the fall semester or from the January through August paychecks for the spring semester.) Faculty are typically 9 month employees paid over 12 months. With “per semester” contracts when work is performed during a Spring or Fall semester, is typically less than 6 months of work, and pay is extended to reflect contract dated rather than actual time worked.

Faculty members who anticipate using short term disability benefits due to pregnancy should promptly notify the Provost and Department Chair of the anticipated disability date. A written plan for staffing the period of leave must be formulated in consultation with all three parties and approved by the Provost, and should be formulated and approved in advance of the semester in which the birth is anticipated to occur. The Office of the Provost shall maintain on file with these plans for reference and to ensure consistency over time.

If both parents are employed by Allegheny College, it is up to the parents to decide which individual will utilize this benefit.

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