Case Study 1
Mary is an assistant professor in her second year on the tenure track. She tells you on Jan. 3 that she is five months pregnant. What do you arrange for her?

Case Study 2
John is an assistant professor in his second year on the tenure track. He tells you on Jan. 3 that his spouse is five months pregnant. What do you arrange for him?

The scenarios we discussed this afternoon may be more complicated than they first appear. For example:

Questions to consider for case study 1:
• Are Mary’s accommodations during the spring semester? What happens in the fall?
• How do you appraise her next year?
• Do you expect her to teach a “make-up” class when she returns?
• She’ll probably stop the tenure clock. How is this reflected in her P&T and appraisal?
• When does she get her 4-year review?
• Is her sabbatical timeline altered?

Other scenarios that could arise
What if John and Mary are a couple and they are both in the same college?
What if a faculty member in your department has a sick parent?
What if a faculty member in your department becomes very ill?

Interpreting and implementing family-friendly policies for faculty can be tricky. There are not always clear answers. Policies in the brochure are the minimum and should not replace other flexible arrangements. Feel free to contact the ADVANCE Institute with questions (www.udel.edu/advance or email ud-advance@udel.edu).