Part-time Tenure Track
At different times in our career it may be desirable to have a less than full-time appointment. At their request, faculty have the option of reducing their tenure-track appointment. Appointments can be arranged to be anywhere from 50 to 100 percent. The faculty member can opt for a reduction in appointment at any time.

Faculty Professional Leave (FPL)
Ohio State will provide 100 percent compensation for one semester of Faculty Professional Leave. Alternatively, faculty can take two semesters of Faculty Professional Leave and receive two-thirds of their compensation for the duration of FPL.

Faculty Dual Career Hiring Policy
If your spouse or partner is looking for employment, you may take advantage of the Dual Career Hiring Program. The College and University recognize that successful recruitment of well-qualified faculty includes the success of their spouse or partner. Dual Career hiring assistance may be obtained through the Associate Dean for Academic Affairs and Administration in the College of Engineering.

Flexible Spending Accounts (FSA)
An FSA allows you to pay for health care and/or dependent care expenses through pre-tax payroll deductions. When enrolling, you determine how much money you want to contribute for the plan year. The money is then withheld from your pay before taxes are calculated. You will be reimbursed from the account as you incur eligible expenses and submit claims for them. FSAs help you save money because they lower your taxable compensation.

Employee Assistance Program (EAP)
The Ohio State Employee Assistance Program offers free, confidential, professional counseling and referral services to help you and your spouse/domestic partner with any issues that may arise. For more information visit: http://www.osuhealthplan.com/OhioStateEAP/

The OSU Child Care Program
The Ohio State University Child Care Program provides quality childcare that allows families in the university community to participate in and fulfill their responsibilities to the university. The Child Care Program is licensed by the Ohio Department of Job and Family Services and accredited by the National Association for the Education of Young Children (NAEYC). For more information visit: http://hr.osu.edu/childcare/

Career Flexibility and Support for Achieving Work - Life Balance

For more information, contact:
Marty Smith, COE Director of HR
(614) 292-4828
The College of Engineering at The Ohio State University is committed to providing a work environment that is healthy, supportive and considerate of employee work and personal life obligations. The College’s Parental Modification of Duties policy is intended to assist faculty with balancing their professional and personal lives; supporting a productive, engaged, and satisfying work environment.

The University provides specific parental leave benefits under the university’s Paid Leave Programs policy (Policy 6.27) in conjunction with the family and medical leave (FML) policy (Policy 6.05). In the event of the birth or adoption of a child, the Parental Leave portion of the Paid Leave Programs policy allows faculty members who have been employed with the University for at least twelve (12) months to receive six (6) weeks of paid leave as the birth mother, and/or three (3) weeks of paid leave as the father, domestic partner, employee using a surrogate, or adoptive parent, to recover from childbirth and/or to care for and bond with a newborn or newly adoptive child.

In addition, under FML, faculty members may use sick leave, vacation leave and/or unpaid leave to extend the total leave to a maximum of 12 weeks.

The College of Engineering Parental Modification of Duties policy provides further assistance to faculty to appropriately manage their workload:

- Tenure-track and clinical-track faculty members who experience a parental event would receive modified duties for the semester nearest to the event, to be used in conjunction with university parental leave policies.
- The modified duties would release the faculty member from 50 percent of their course teaching assignments for the academic year. Should 50 percent of the course teaching lead to a non-integer number (such as 1.5) then the fractional portion may be banked and taught in a future year or an arrangement can be made to co-teach a course if such an arrangement is reasonable given the unit’s teaching needs.
- The faculty member would be expected to focus their “on-duty” time on advising students, conducting research, and completing service during the modified duties semester.
- A faculty member who is the birth/adoptive/foster parent or the spouse/domestic partner is eligible for the modified duties.

- If the parental event occurs within a dual career household within the College of Engineering, each spouse/domestic partner would be eligible for modified duties which could be taken concurrently or consecutively.
- The modified duties will be noted in the annual review letter for that year.

Note: The care of aging parents is a responsibility that faculty may have. Modification of duties to care for a parent is determined on a case by case basis.

Modified Tenure Clock
An untenured, regular tenure-track faculty member will have time excluded from the probationary period in increments of one year to reflect the care giving responsibilities associated with the birth of a child or adoption of a child under age six, in accordance with OAA Faculty Rule 3335-6-03 (D)(1).