Guidelines for Extended Faculty Leave due to Illness, Injury or Birth/Adoption of a Child.

The Collected Rules and Regulations of the University of Missouri does not have a written policy for faculty sick leave or maternity leave. The lack of a written policy allows academic units (departments, divisions, colleges or schools) great flexibility in coming up with solutions to cover extended faculty leaves. However, when a faculty member requires extended leave

- for the birth and care of the newborn child of the faculty member
- for placement with the faculty member of a son or daughter for adoption or foster care
- to care for an immediate family member (spouse, child, parent) with a serious health condition OR
- to take medical leave when the faculty member is unable to work because of a serious health condition

the unit may not have the resources to accommodate this absence.

Resolved:
When a faculty member requires an extended leave of absence every attempt shall be made to accommodate this absence using the resources of the department, division, school or college. In cases where the duties missed due to extended leave of a faculty member cannot be assumed by others without the expenditure of funds not budgeted to the department, college or school, the department chairperson or division head will report the matter to the college or school dean who in turn will consult with the Provost for resolution. The Provost's office will set aside funds annually to accommodate these types of leaves.