

ALTERNATIVES TO TEACHING

Is there a new child in *your* life? Whether it's a baby or an older child, UMaine policies offer the flexibility needed to balance work and family.



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*“Following the birth of our second son I was released from teaching a regular course. The alternative duty offered scheduling flexibility, and leveraging the course release into a collaborative opportunity has been *fantastic!*”*

If you're tenured or on the tenure track, you and your department can develop a short term alternative work assignment to help you adjust during this time of great joy, and great change.

Faculty members utilizing this policy teach fewer than usual UMaine courses, temporarily swapping college teaching responsibilities for other assignments. Salary and benefits remain the same. Eligibility for modified duties can begin three months before birth, or within 12 months following the birth or placement of a child with your family.

If you're interested:

Ask your Department Chair to review the list of Alternative Duties with you, and to discuss your options. A list of approved alternate assignments is available from our campus Human Resources office, and you can find more information on the University of Maine's [HR site](http://umaine.edu/hr/policies/alternatives-to-teaching/alternatives-to-teaching/) at: <http://umaine.edu/hr/policies/alternatives-to-teaching/alternatives-to-teaching/>

To make a formal request for modified duties, you'll need to complete the [Request for Alternatives to Teaching Following the Birth or Adoption of a Child](#), and submit it to your department chair or unit director.

Your department can count on the Provost's office for funding to have one of your courses covered, whether by overload paid to a colleague, or by hiring an adjunct.

Requesting modified or alternative Duties does not alter your tenure timeline, but if you think you might need more time, learn about extending your probationary period by [Stopping the Tenure Clock](#), or by exploring other work schedule options.

As always, eligibility and usage guidelines for these policies is governed by your union contract. For more information, review the current [AFUM Contract](#).

Questions? Contact Human Resources at **581.1581**, or via e-mail at hr-um@maine.edu.

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