

**THE UNIVERSITY OF CHICAGO
BIOLOGICAL SCIENCES DIVISION
PRITZKER SCHOOL OF MEDICINE
SCHOOL OF MEDICINE (SOM) TRACK REDUCED EFFORT
APPOINTMENT FOR PURPOSES OF PARENTAL CARE***

Faculty members with an appointment in the School of Medicine (SOM) track in the Biological Sciences Division (BSD) may request up to a 50% reduction in effort for the sole purpose of providing primary care to a newborn or newly adopted child. The terms and conditions for a proposed reduced effort appointment shall be determined through consultation with the Department. The initial reduced effort term shall be limited to one year, renewable at the sole discretion of the Department, for up to five consecutive one-year terms for each newborn or newly adopted child. Requests endorsed by the Chair must be received by the Office of Academic Affairs no later than six months after the birth or adoption of a child.

Where both parents of a newborn or newly adopted child are members of the BSD faculty in the SOM Track, only one parent, as the primary caregiver, may seek a reduced effort appointment. SOM faculty members with approved reduced effort appointments shall remain benefits eligible with the exception of the University's [Educational Assistance Plan](#) available only to full-time faculty members as described in the Plan.

A reduced effort appointment shall reflect 100% of the faculty member's professional effort and does not permit: 1) employment in another medical organization or medical practice other than that conducted through the University of Chicago Practice Plan or 2) professional effort for any other institution or organization, business, or outside interest.

[Requests](#) for reduced effort appointment shall be submitted to the Chair of the Department. If the Department endorses the reduced effort appointment request, the request shall be forwarded to the BSD Dean for review and if endorsed, submitted to the Office of the Provost for final review and, if acceptable, approval.

* This policy is not intended to modify or replace existing policies and practices with respect to reduced effort authorizations of up to 20% for other than the primary parental care of newborns or newly adopted children. SOM faculty members who wish to decrease their clinical efforts below 80% FTE under any other circumstances other than for the purposes of providing primary care to a newborn or newly adopted child have three options: 1) request a one-year's leave of absence and retain the option of resuming the original SOM appointment immediately upon the expiration of the approved leave; 2) apply and be selected for an appropriate open part-time Clinical Associate position; or 3) request to move to the Clinical Academic (part time) track at the rank (e.g., Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor) equivalent to the rank currently held on the SOM track (e.g., Assistant Professor, Associate Professor, or Professor).