Faculty/Academic Staff Medical & Parental Leave

Medical and parental leaves for faculty and academic staff are subject to some variations from the procedures for non-academic staff.

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Policy

Short-term Medical Leave

Effective with the start of their appointment, all salaried academic employees are eligible for Short-term Medical Leave for Cornell salary continuation for the following reasons when the condition prevents performance of normal responsibilities of the academic position:

- Non-work related injury or illness
- Pregnancy-related medical conditions

Family and Medical Leave Act (FMLA)

You may also be eligible to take unpaid family or medical leave for up to 12 weeks for the following reasons:

- The birth of a child or the placement of a child with you through adoption or foster care;
- The care of your spouse, own parent, or child who has a serious health condition requiring either inpatient care or continuing care by a health care provider; or
- Other serious health condition
Related Procedures

Parental Leave

Parental leave options are available for both birth and non-birth parents.

Please review the Academic Leaves Policy for faculty and Academic Staff.

More information and a link to the policy can be found here.

Long-Term Disability

In circumstances where the need for a medical leave may continue beyond the 26 week Short-term Medical Leave benefit, eligible faculty and academic staff may qualify to continue their medical leave by transitioning to Long-term Disability. More information on Long-term Disability can be found here:

Workers’ Compensation

The Cornell Workers’ Compensation Program provides payments for medical treatment and wages lost as a result of a work-related illness or injury. If you receive a Cornell paycheck, you are covered by Workers’ Compensation (volunteers are not covered). More information on Long-term Disability can be found here:

Related Forms