Faculty Family Benefits

The School of Science offers one-semester, fully paid leaves to new birth, adoptive, or foster parents, regardless of gender.

Leave can be taken within a year of the arrival of the child, if parents plan to spend the majority of their academic time providing care.

New parents also qualify for:

- Additional unpaid leave for newborn and newly-placed children under the FMLA.
- One semester of teaching relief at full pay.
- Automatic tenure clock extension for birth mothers. (Partners and adoptive partners may obtain approval from the Provost).

The Work-Life Center offers MIT families a range of resources, including consultations and support for new parents and advice on finding child care and schooling options. Find out more at:

http://hrweb.mit.edu/worklife/welcome

Caregiver Resources:

- In-home care for children or another family member through Care.com BackupCare.
- Flexible spending accounts of up to $5,000 of pre-tax salary for child and dependent care.
- Well-equipped lactation rooms, no more than a few minutes’ walk from most campus locations.

MIT hosts five in-demand Technology Childcare Centers, four on the main campus and one at the Lincoln Lab.

Tenured and tenure-track faculty members receive first priority for infants eight weeks to 14 months.

Find out more about these and other family benefits at:

http://sciencem.it/fam-benefits