

Supporting Your Success

Welcome to the Bison family. NDSU offers a wide range of policies, benefits and resources to help you balance your career with your personal and family life. Here's a quick-reference to get you started.



Family & Personal Support

Center for Child Development

On-Campus, accredited childcare for children age six weeks to five years.

Dual Career Hires

A search exception may apply when your spouse/partner is also qualified for a university position.

Employee Assistance Program

Confidential problem assessment and referral for personal or family concerns.

Ombudsperson

A confidential, safe space for faculty and graduate students to discuss workplace concerns and explore options.

Gender-Neutral, Family Restrooms & Lactation Rooms

Designated on-campus spaces are available across campus.

Reflection Spaces

Designated on-campus spaces for reflection, meditation, prayer, or quiet rejuvenation.

Tuition Waivers and Discounts

Employees receive up to three degree-eligible courses per calendar year. Spouse, partner and dependent receive tuition waivers of 50 percent.

Wellness & Campus Life

Wallman Wellness Center

Fitness facility, intramurals and wellness education for a modest fee.

Wellness Benefit

Earn up to \$250 per year for you and your partner via the health club reimbursement or points program.

Athletics & Performing Arts

Division I athletics and year-round performances.

Thundar's Game Room

Billiards, table tennis, bowling and other activities, as well as rental equipment.

Career Flexibility

Tenure Clock Extension

Extensions may be requested prior to the sixth year, based on personal or family circumstances which impede satisfactory progress toward tenure. An automatic one-year extension applies for tenure-track faculty who become a parent during the year prior to which the portfolio is due.

Modified Duties

Temporary adjustment of duties for new parents or those managing a health condition or caregiving need.

Remote Work

Flexible work location may be available when the need presents itself.

Developmental Leave

Available to faculty after a minimum of three years of service at NDSU.

Leave & Time Off

Childbearing Leave

Available to less-than-12-month faculty who do not otherwise earn sick leave.

Family Medical Leave

Up to 12 weeks unpaid leave for birth, adoption, foster placement or serious health concerns.

Annual & Sick/Dependent Leave

Paid leave for rest, personal matters, and illness/injury of you or a family member for 12-month faculty.

Holidays & Institutional Closures

10 observed holidays per year, plus paid leave during severe weather closures.

Funeral, Military & Jury Duty Leave

Paid leave available for these and other qualifying circumstances.