

Flexible Work Arrangements for Faculty

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“As faculty members progress through their careers, flexible work arrangements can support the faculty member’s personal and professional goals and also serve the University’s broader interests.”

Memo to Tenured and Tenure-Track Faculty

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Classifications of Faculty Appointments

- Full-time vs. part-time
- Instructional vs. research
- Tenure-track vs. non-tenure-track
- Regular vs. contractual
- Nine-month vs. twelve-month

Alternative Arrangements: Partial Leave of Absence

A faculty member's level of effort may be reduced below 100% for a number of reasons:

- To accommodate family situation
- To accommodate a health situation
- To create a transition into retirement
- To allow time for a scholarly project
- To work part-time in another setting

Alternative Arrangements: Family Leave

- May be taken at the time of birth or adoption of a child or when it is necessary to care for a member of the immediate family
- May be taken concurrently with sick leave
- May be taken intermittently
- May be taken informally in conjunction with a Family Support Plan



Alternative Arrangements: Appointment Conversion

A tenured faculty member may resign from his or her tenured appointment and convert to a non-tenure-track appointment, often at a reduced level of effort and for a fixed period of time.



Alternative Arrangements: Terminal Leave

A tenured faculty member may request and negotiate a period of leave prior to separation from the university. The individual retains all of the rights of a faculty member, but has only those duties and responsibilities negotiated for the leave period.



Alternative Arrangements: Accrued Annual Leave

A faculty member who has unused, accrued annual leave may request and negotiate a plan to use that leave for an extended absence from the university.

Faculty Benefits

- Health benefits
- Retirement benefits
 - State Retirement System
 - State Pension System
 - Optional Retirement Program
- Annual leave
- Sick leave