

Short-term Disability of Faculty Member

Policy Statement

After one complete year of service, a full-time faculty member who becomes disabled and is unable to work due to a non-occupational illness or accident will receive disability payments upon presentation of a health care provider's statement verifying disability. Payment will be made for 130 work days as follows:

- First 40 work days – 100% of salary
- Next 40 work days – 75% of salary
- Next 50 work days – 60% of salary

If disability is expected to extend beyond 180 days, i.e., 130 work days, the faculty member should apply for benefits under the Long-term Disability Insurance plan. Such application should be made as soon as possible, but at least ninety days prior to the date the expected benefits are payable.

Continuous Illness. A faculty member who is back to work for 30 calendar days or less and becomes disabled from the same illness will be considered to have one continuous illness. The 180-day period will begin on the first day the faculty member is unable to work because of the illness. Payment will be made for 130 work days as described above.

Relapse. A faculty member who is back to work for more than 30 calendar days and becomes disabled from the same illness will be considered to have a relapse. The 180-day period will begin on the first day the faculty member is unable to work because of the recurring illness. Payment will be made for the new 130 work days as described above, regardless of how many days the faculty member used in prior episodes.

New Illness. A faculty member who has returned to work for any length of time and becomes disabled from an illness unrelated to previous periods of disability will be considered to have a new illness. The 180-day period will begin on the first day the faculty member is unable to work because of the new illness. Payment will be made for the new 130 work days as described above, regardless of how many days the faculty member used for prior disabilities.

Definitions

Work day, for purposes of this policy, are Monday through Friday, excepting official University holidays.

Related Policies

- Faculty Definition
 - Faculty Status
 - Short-term Disability Bank for Administrative, Professional, and Hourly Employees
 - Long-term Disability Insurance
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History of Policy– Short-term Disability of Faculty Member

07/01/89 - Reaffirmed with publication of Faculty Manual 2.12.1
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07/01/03 – Reaffirmed with publication of Faculty Handbook 2.12.1

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