Summary of Benefits by Employment Category

**Benefit Faculty**
- Eligibility: Full-time faculty members on all 5-year appointments; academic professionals, visitors, and appointments including the modifier adjunct, clinical, research or visiting in the title.
- Civil Service employees may have employment rights on campus based on years of service and positions held.

**Faculty Specialized Faculty Academic Professionals Civil Service Graduate Assistants**

**Specialized Faculty**
- Eligible for tenure: Assistant professor, associate professor, full professor; Academic staff receive 24 workdays of paid vacation per appointment year at the percentage of their appointment(s). Vacation is prorated accordingly for partial year appointments.

**Academic Professionals**
- Eligible for tenure: assistant professors on at least 51% time appointment, associate, research associate, or clinical associate; and eligible for reappointment until such time as a notice of non-reappointment is received.
- Eligibility for reappointment at the sole discretion of the department, units may decide whether to renew the appointment.

**Civil Service**
- Eligible for tenure: academy faculty at the rank of associate professor or professor.
- Eligible employment categories include UIC/UIS/UC or other State Universities Civil Service System institutions.

**Graduate Assistants**
- Eligible for tenure: graduate students holding assistantship appointments including the modifier adjunct, clinical, research or visiting in the title.
- Graduate students can only receive tuition and fee waivers for courses at one of the U of I campuses.

**Workers’ Compensation**
- An employee who suffers an injury as a result of his or her employment at the University may be entitled to benefits under the Illinois Workers’ Compensation Law. The following categories are eligible for workers’ compensation benefits:
  - Civil Service employees who are on appointments including the modifier adjunct, clinical, research or visiting in the title.
  - Civil Service employees who are in a status appointment or an appointment designed to qualify them for status (learner, student, resident or fellow)
  - Child of Employee Tuition Waiver.

**Employee Tuition Waivers**
- Civil Service employees may have employment rights on campus based on years of service and positions held.

**Holidays**
- New Year’s Day, Martin Luther King Jr.’s Birthday, Memorial Day, the Fourth of July, Labor Day, Thanksgiving and the day after, Christmas Eve and Christmas, and such other days as may be determined by the president.

**Floating Holidays**
- New Year’s Day, Martin Luther King Jr.’s Birthday, Memorial Day, the Fourth of July, Labor Day, Thanksgiving and the day after, Christmas Eve and Christmas, and such other days as may be determined by the president.

**Academic Professional Development Fund**
- Eligibility: Academic professionals in teaching or research appointments (UIC/UIS/UC or other State Universities Civil Service System institutions).

**Updated 2.1.22**
### Summary of Benefits by Employment Category

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**Medical Insurance**

- **Effective August 2021** - Full-time employees are eligible for 12 weeks of family and medical leave at the percentage of their appointment. Leave for family reasons is defined as leave without pay for such purposes as child-rearing and care of an invalid or seriously ill spouse, parent, child, or other close relative or member of the household. It is available to both male and female employees, and is applicable to the adoption of children. Leave of Absence without Pay is not normally granted to academic staff on visiting appointments.

**Leave Without Pay**

- Eligible employees are entitled to up to three days of paid bereavement leave to attend the funeral, for travel, and bereavement (including trip to the funeral). Leave may be taken for the death of an assistant's immediate family (spouse, child, parent, or family member), same-sex domestic partner or household member, in-laws, grandparents, or grandchildren; and one day of paid leave for a relative other than the above, who is not a member of the assistant's household.

**Paternity Leave**

- Eligible assistants are entitled to up to six calendar weeks of paid parental leave. Parental leave cannot be used intermittently. Employees who hold only hourly appointments (Academic or Grad hourly or Extra Help) are not eligible for this benefit. Leave is counted as part of the 12-week FMLA leave for which employees are paid. In order to be considered for this benefit, employees must have an active appointment at the time parental leave is taken. The parental accommodation period shall reflect use of leave in the following order: 1) use of paid sick leave, 2) use of paid paternity leave, 3) use of any other paid leave the employee has available, up to the 6-week maximum.

**Jury Duty**

- Release time is granted for the duration of jury duty. The employee may also retain funds paid in compensation for jury duty.

**Sabbatical Leave**

- A tenured/tenure track faculty member who has served the University full-time in a professorial rank since his or her original appointment or since the termination of his or her last leave on salary may be granted sabbatical leave at full or partial pay for all or part of an appointment year, depending upon length of service and type of appointment (i.e., 9- or 12-month). Sabbatical leave may be granted. Upon request, tenured and tenure-track faculty members will be granted a period of modified duties without a reduction in salary. Faculty members on modified duties status will be expected to fulfill their other professional responsibilities that can be scheduled around the recuperation/bonding period. The maximum for the period of modified duties.

**Parental Leave**

- Eligible assistants are entitled to up to six calendar weeks of paid parental leave. Parental leave cannot be used intermittently. Employees who hold only hourly appointments (Academic or Grad hourly or Extra Help) are not eligible for this benefit. Leave is counted as part of the 12-week FMLA leave for which employees are paid. In order to be considered for this benefit, employees must have an active appointment at the time parental leave is taken. The parental accommodation period shall reflect use of leave in the following order: 1) use of paid sick leave, 2) use of paid paternity leave, 3) use of any other paid leave the employee has available, up to the 6-week maximum.

**Vacation**

- Academic staff members (with the exception of medical residents and postdoctoral research associates) who are participants in the State Universities Retirement System or the State University Retirement System A may receive vacation leave. Medical residents, postdoctoral research associates, SHRS employees, and other academic and administrative civil servants who are not participants in the State Universities Retirement System, or Federal Retirement System, and those who are exempted for less than 90 percent may take no more than one vacation leave each year for 15 work days for each appointment year, of part of which will be unavailable, and the 15 days will be prorated for those on part-time appointments, in an appointment year longer than a full appointment year.

**Shared Benefits**

- Employees continuing a part-time position at an appointment or in a position at the University who have met the eligibility requirements for benefits are eligible for 13 days of paid sick leave for each appointment year, the unused portion of which shall accumulate without maximum. If these 12 days are fully utilized in any appointment year, up to 13 additional work days shall be available for non- cumulative sick leave for the next appointment year, except in the case of part-time appointment. For the 13 th month of employment, this 13 days shall be cumulative and eligible for payment. In addition, sick leave earned as a full-time employee may be transferred to a part-time employee for the purpose of payment.

**Sick Leave**

- Civil Service employees are entitled to sick leave during their entire employment at the University. Sick leave is earned at the rate of 12 work days for each appointment year, up to 13 additional work days shall be available for non- cumulative sick leave for the next appointment year, except in the case of part-time appointment. For the 13 th month of employment, this 13 days shall be cumulative and eligible for payment. Medical residents, postdoctoral research associates, SHRS employees, and other academic and administrative civil servants who are not participants in the State Universities Retirement System or Federal Retirement System, and those who are exempted for less than 90 percent may take no more than one vacation leave each year for 15 work days for each appointment year, of part of which will be unavailable, and the 15 days will be prorated for those on part-time appointments, in an appointment year longer than a full appointment year.

**Eligibility**

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**Effective August 2021** - exempt civil service employees are eligible for 13 days of additional non cumulative sick leave in any appointment year, up to 13 additional work days shall be available for non- cumulative sick leave for the next appointment year, except in the case of part-time appointment. For the 13 th month of employment, this 13 days shall be cumulative and eligible for payment. Medical residents, postdoctoral research associates, SHRS employees, and other academic and administrative civil servants who are not participants in the State Universities Retirement System or Federal Retirement System, and those who are exempted for less than 90 percent may take no more than one vacation leave each year for 15 work days for each appointment year, of part of which will be unavailable, and the 15 days will be prorated for those on part-time appointments, in an appointment year longer than a full appointment year.

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<td>Full-time, non-visiting academic professional employees released from their positions due to lack of funds or programmatic reasons may receive relocation assistance upon request. Employees with one through five years of continuous full-time, non-visiting service to the University of Illinois at Urbana-Champaign may be fully considered for open positions within the University of Illinois at Urbana-Champaign. Employees with more than five years of continuous full-time, non-visiting service in the University of Illinois at Urbana-Champaign may be considered for open positions within the University of Illinois at Urbana-Champaign for which they apply and are referred by Illinois Human Resources. Academic professionals released for other reasons are not eligible for the relocation plan.</td>
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| **SURS Eligibility** | | | | | 
| A student is not eligible to participate in the Retirement System if he or she is enrolled in and regularly attending classes in a college or university that appoints him or her on a temporary basis at less than full-time. | | | | |
| New employees must become participants in the State Universities Retirement System (SURS) immediately upon employment if they are employed at a rate of 30 hours or more per week in a position that is not considered a temporary position as defined by the Illinois Retirement Systems Board. Full-time employees are employees who are employed at a rate of 30 hours or more per week in a position that is not considered a temporary position as defined by the Illinois Retirement Systems Board. | | | | |
| Employees who are not eligible to participate in SURS will have Social Security taxes deducted from their applicable earnings (except employees in F-1 or J-1 visa status who are not resident aliens for tax purposes, whose employees enrolled in classes, full-time or part-time, and Illinois residents). There is an option available for these employees to participate in the State of Illinois Deferred Compensation at a 7.5% contribution rate in lieu of Social Security taxes. | | | | |

Updated: 2.1.22
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