Eligibility for Temporary Employment

Eligibility for tenure:
- Assistant professors on an appointment of at least 51% time are not eligible for tenure.
- Associate professors or professors on an appointment of at least 40% time are not eligible for tenure.

Eligibility for professional staff members:
- Eligible for tenure: assistant professors on at least 51% time, associate professors or professors on a Q appointment; faculty at the rank of associate professor or professor.
- Ineligible for tenure: instructor, lecturer, teaching assistant professors on at least 51% time appointment, clinical assistants on at least 51% time appointment, adjunct assistants, quarter time assistant professors, visiting assistant professors.

Eligibility for Tenure:

Eligible for tenure:
- Assistant professors on an appointment of at least 51% time are eligible for tenure.
- Associate professors or professors on an appointment of at least 40% time are eligible for tenure.

Eligibility for reappointment:
- Eligible for reappointment until such time as a notice of non-reappointment is issued.
- Ineligible for reappointment: instructors, lecturers, teaching assistants.

Eligible for reappointment:
- Eligible for reappointment: assistant professors on at least 51% time appointment, clinical assistants, quarter time assistant professors, adjunct assistants, quarter time assistant professors, visiting assistant professors.
- Ineligible for reappointment: instructors, lecturers, teaching assistants.

Eligible for Retirement:

Eligible for retirement:
- Eligible for retirement: assistant professors on at least 51% time appointment, clinical assistants, quarter time assistant professors, adjunct assistants, quarter time assistant professors, visiting assistant professors.
- Ineligible for retirement: instructors, lecturers, teaching assistants.

Eligible for Tuition Waiver:

Eligible for tuition waiver:
- The University provides a tuition waiver for full-time, non-visiting academic professionals who hold an appointment of 25% or greater for at least 3/4 of a term.

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- The University provides a tuition waiver for full-time, non-visiting academic professionals who hold an appointment of 25% or greater for at least 3/4 of a term.

Eligible for Vacation:

Eligible for vacation:
- The University provides a vacation benefit to staff members who are eligible for vacation based on years of service.

Eligible for Workers' Compensation:

Eligible for workers' compensation:
- Eligible for workers' compensation: all full-time staff members.

Employee Tuition Waiver

Employee Tuition Waiver

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Civil Service employees in trainee, apprentice, learner, provisional, and status appointments are eligible. Civil Service employees on sick leave without pay at the rate of two days per month shall be entitled to use both paid and noncompensable work days of sick leave at the percentage of their appointment.

FACULTY

Effective August 2021 - Faculty members on modified duties status will be granted a period of modified duties for a period of six months. The department shall be responsible for modifying the responsibilities of the individual to allow for a work schedule compatible with the child. For the purposes of this policy the term "modified duties" includes duties that may be assigned to the individual, or those subsumed by modified duties, in special circumstances, ordinarily for not more than one year. Leave of Absence without Pay is normally granted in accordance with University policy for the purpose of allowing for the pursuit of the individual's professional or personal interests. In the case of a child's death, spouse, or partner (whether or not a same-sex domestic partner) who is a student, faculty or staff member, an employee may be granted leave of absence without pay to attend the funeral, for travel, and bereavement. Leave for family reasons is defined as leave without pay for such purposes as child-rearing and care of an adult or seriously ill family member (including but not limited to the employee's own parents, spouse, or domestic partner). Parental leave is taken in order to accommodate responsibilities that cannot be discharged (in whole or in part) during the employee's normal working period. The amount of paid or noncompensable work days must be approved in advance by the department head. If 13 additional work days will be available to be used during the employee's appointment year, as paid or noncompensable work days, the employee will have the option of using them to meet eligibility requirements for parental leave. This policy applies to employees under the Illinois Family Medical Leave Act (FMCLA). The total number of paid and noncompensable work days may be extended to 18 paid or noncompensable work days for the purpose of assisting in a family member's adoption.

Effective August 2021 - Employees who are entitled to one or more of the leaves described in this policy and who are entitled to leave under the FMLA may also receive and use parental leave, but the usage must be concurrent. If the employee's leave is not concurrent with the employee's appointment year, the remaining leave may be carried over and used in the employee's future appointments.


does not apply

Does not apply

Summary of Benefits by Employment Category
### Summary of Benefits by Employment Category

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Faculty</th>
<th>Specialized Faculty</th>
<th>Academic Professionals</th>
<th>Civil Service</th>
<th>Graduate Assistants</th>
<th>Does not apply</th>
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<tr>
<td><strong>Sabbatical Leave</strong></td>
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<td><strong>Relocation Plan</strong></td>
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<td><strong>SURS Eligibility</strong></td>
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**Summary**

The University provides health, dental, and life insurance to staff members who are SURS eligible and on appointments lasting at least six months. The University may extend coverage to spouses and dependents at the employee's expense. The Benefits office is available to assist with the options available for same-sex domestic partners. A number of optional programs are also available, such as additional insurance coverage for health, life, and disability, as well as retirement plans.

**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. Sabbatical leaves are not eligible for the relocation plan.

**Relocation Plan**

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 service to the University of Illinois at Urbana-Champaign may be considered for open positions within the University of Illinois at Urbana-Champaign, up to the point of service termination. In addition, the employee must have non-tenured, non-visiting service in the University of Illinois at Urbana-Champaign and be terminated due to a lack of funds or programmatic reasons. Academic professionals released for other reasons are not eligible for the relocation plan.
Summary of Benefits by Employment Category

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Updated 7.20.21