

DRAKE UNIVERSITY

Faculty Sick Leave Policy

During their regular appointment period (nine-month academic year or ten, eleven or twelve-month appointment as identified by letter of appointment), full-time faculty members who experience absences due to injury or illness (illness includes any disability or absence due to pregnancy, including prenatal and/or delivery and recovery therefrom identified as necessary by a healthcare provider) will as a minimum benefit have their salary continued by the University according to the following schedule:

First year of service: Full pay for up to 6 weeks followed by 60% pay up to the 90 calendar day elimination period under the university long term disability policy.

Second year of service and over: Full pay for up to 6 weeks plus an additional 10 days of paid leave for each year of completed service, not to exceed the 90 calendar day elimination period under the university long term disability policy. Any time period not covered by full pay will be paid at 60% pay up to the 90-calendar day elimination period.

If the absence is due to a serious health condition that qualifies for job protected/unpaid leave under the Family and Medical Leave Act (FMLA), faculty members who accrue vacation will be required to utilize accrued vacation at the conclusion of full pay under this policy and as identified in the Drake University Family and Medical Leave Policy and the University Long Term Disability Policy.

In addition, for any sick leave that can be “pre-planned” (i.e. non-emergency surgeries, recovery from childbirth, scheduled treatments causing episodic leave requirements, etc), or in the case of parental/bonding leave which is not otherwise covered by this policy, deans/chairpersons are encouraged to work with the faculty member to develop a flexible leave plan that will accommodate the faculty member’s need for leave but will still ensure continuity of classroom offerings for students.

This may include, but is not limited to, a one-course release for a semester with the course to be “made up” during a summer session, teaching a web course or courses from a remote location and/or assignment to non-teaching duties. Alternative schedules must comply with any restrictions identified by the faculty members’ healthcare provider and/or with their written approval of the alternative schedule and/or assignment if within the leave period.