

Policy Title: Faculty Short Term Disability

Policy Summary: Faculty Pay Continuation During Periods of Illness or Injury Preventing Them from Working

Policy Category: Human Resources

Policy Owner: Human Resources

Policy Summary

Eligible faculty receive pay continuation during periods of illness or injury that prevent them from working.

Purpose

This policy provides pay continuation for eligible faculty during periods where illness or injury prevent them from working, as certified by a medical professional.

Scope

Eligible full-time faculty members who experience a period of disability during their regular appointment period will at minimum have their salary continued by the University in accordance with this policy.

Definitions

Period of Disability: the period in which illness or injury prevents eligible faculty from working as certified by a medical professional.

Appointment Period: a nine-month academic or ten, eleven or twelve month period as identified by a faculty member’s letter of appointment.

Policy

Faculty Short-term Disability Policy

This policy provides pay continuation for eligible faculty during periods where illness or injury prevent them from working, as certified by a medical professional.

During their regular appointment period (nine-month academic or ten, eleven or twelve month appointment as identified by letter of appointment), full-time faculty members who experience a Period of Disability 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 six 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 six weeks plus an additional ten 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.
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This policy covers any period of disability associated with pregnancy, including prenatal and/or delivery and recovery certified as medically necessary by a healthcare provider. The period of disability is the timeframe certified as medically necessary for recovery from childbirth as certified by a medical professional. Generally, the period of disability for recovery from childbirth is six weeks for normal delivery and eight weeks for a caesarian section (c-section).

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.

Last Review Date: January 2021

Effective Date: September 2016

Resources and Related University Policies:

- [Family and Medical Leave Act](#)
- [Modified Duties for Faculty Upon Becoming a Parent](#)
- [Personal Time](#)
- [Vacation Policy](#)
- [Faculty Manual](#)