

Background

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Overview

SIUE understands that a productive faculty member needs to be supported in their work life and their family life. We are committed to providing family friendly policies and we continue to find new ways to improve the work-life balance of our faculty members. This brochure outlines the policies and practices we currently offer. If you have any additional questions or concerns, please contact us at the address or phone number provided on the first page.

WHO IS COVERED?

- Full-time, tenure-track, tenured, and clinical faculty
- Eligible after completing 12 months of continuous employment

Flexible Options

DIFFERENTIATED WORKLOAD

- Redistribution of faculty's time and effort allocations with respect to teaching, research, and service (still account for 100% of assigned time)
- Available for 1 semester, cannot use again for 3 years

MODIFIED DUTIES

- Temporarily reduce effort and pay of faculty member
- Maximum usage of 2 concurrent semesters; cannot use again for 3 years

"STOP THE CLOCK"

- Tenure period extended up to 1 year after authorization by department chair, faculty member, Dean, and Provost
- May be used alone or in conjunction with approved leave

For more information about your Flexible Options, please contact the Office of the Provost in Rendleman Hall, Room 3102 or at (618) 650-3772.

SIUE Faculty Leave

FAMILY AND MEDICAL LEAVE ACT (FMLA)

- 12-week leave unpaid or paid (with accrued benefits)
- Eligible cases: Birth, adoption of child, to care for spouse, child, or parent with serious illness, or treatment of serious health conditions making the employee unable to perform their job duties

PARENTAL LEAVE FOR BIRTH OR ADOPTION

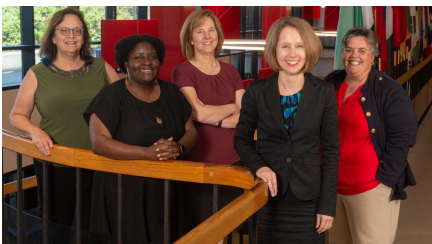
- Must first exhaust FMLA then Parental Leave supplements up to 12 weeks leave paid or unpaid (with accrued benefits)
- Combination cannot exceed 12 weeks

FAMILY LEAVE

- Primary care-giving responsibility for ill family member not covered by FMLA
- Maximum of 16 weeks leave for 9-month appointments & 6 months leave for 12-month appointments
- Paid or unpaid (with accrued benefits)

EXTENDED LEAVE

- May grant up to 9 months leave (for 9-month faculty appointments) or 12 months leave (for 12-month faculty appointments)
- Paid or unpaid (with accrued benefits)



Work-Life Balance

CHILD-CARE OFFERINGS

- Early Childhood Center (ECC)
 - On-campus child-care (children 2 years and older)
 - Other off-campus facilities listed on ECC website:
<https://www.siu.edu/early-childhood-center/>

ADOPTION BENEFIT PROGRAM

- Reimburses eligible faculty for some adoption expenses
- Check eligibility at:
<https://www2.illinois.gov/cms/Pages/default.aspx>

SUPPORT GROUPS

- Newcomers and Neighbors of Edwardsville
- Employee Assistance Plan: Magellan Health (free counseling services)

TUITION WAIVERS

- Faculty: Eligible for the semester after their contract becomes active
- Dependents: Eligible after parents complete 7 years of employment at 50% or greater appointment
 - For use at any State university in Illinois

Other Benefits

DUAL CAREER SUPPORT

- Supports partners of SIUE employees
- Programs developed through SIUE Career Development Center
- Offers include: consultations with career specialists, admission to events offered on campus, and access to SIUE's online job board

ILLINOIS STATE EMPLOYEE BENEFIT PLAN

- Health, Dental, Vision, and Life Insurance Program
- Prescription coverage
- Dependents also included in plans of eligible faculty members
- Must have a 50% or greater contract for 9 months to be eligible

FLEXIBLE SPENDING ACCOUNT PROGRAM

- Pay for out-of-pocket childcare and medical expenses during the plan year with tax-free dollars

For more information about Faculty Leave, Work-Life Balance, or other benefits, please contact the Office of the Human Resources in Rendleman Hall, Room 3210 or at (618) 650-2190.

To support faculty in balancing their work and family obligations, SIUE continuously seeks out new ways to benefit our employees. By addressing specific needs of our faculty members, we hope to promote their advancement in teaching, research, and service. This brochure is a brief overview of the policies offered. Many benefits can be combined to suit employee's needs. For more information, please reach out to the Office of Human Resources or the Office of the Provost.

Office of the Provost

618-650-3772

Rendleman Hall Room 3102

Office of Human Resources

618-650-2190

Rendleman Hall Room 3210

"All for equity, and equity for all!"

