

For further information,
please visit

faculty.wsu.edu

[hrs.wsu.edu/
FacultyFriendlyPolicies](http://hrs.wsu.edu/FacultyFriendlyPolicies)

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Supported by



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Faculty Friendly Policies

Office of the Provost

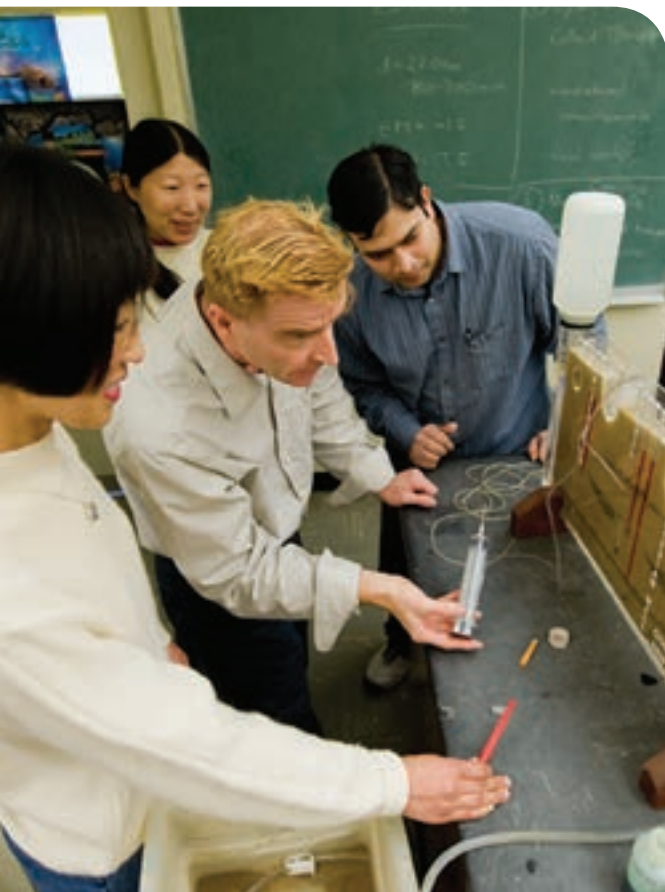


IS PARTNER ACCOMMODATION AVAILABLE?

The Provost's Office will provide, pending the availability of funds, matching funds for half of a position for two years or one third of a position for three years for the domestic partner or spouse of a University employee. Although this funding is not guaranteed, in recent years the provost has accommodated all reasonable requests.

CAN I STOP THE TENURE CLOCK?

The tenure clock can be stopped for as long as two years for becoming a parent. The clock can also be stopped for care of a partner, dependent, or parent; for time lost because of a serious illness; for time lost because of professional circumstances beyond the candidate's control; and for leave without pay.



CAN I CHANGE TO PART-TIME?

Tenured and tenure-track faculty members may sometimes benefit from a part-time appointment. The University wishes to accommodate these faculty members if possible without negatively impacting their program, department, or University function. As a result, tenure-track and tenured appointments for not less than 50 percent time may be offered for all ranks. The duties (e.g., teaching, research, and service expectations) and support provided (e.g., startup money and teaching or research assistance) will be the same as for a full-time faculty member except it may be prorated for the percentage of the appointment.

WHAT IF I NEED MODIFIED DUTIES?

Faculty members with significant caregiving responsibilities may alter their duties for a semester away from inflexible responsibilities (e.g., teaching) toward more flexible ones (e.g., research) without any loss of salary. Decisions about modified duties are made in consultation with the chair, dean, and provost.

AM I ELIGIBLE FOR PROFESSIONAL LEAVE?

After five years of active service (usually six years for pre-tenure faculty), faculty members and administrative professionals are eligible for a one-semester sabbatical at full pay or a two-semester sabbatical at three-quarter pay. Sabbaticals are assigned through a competitive application process.

WHAT IS WSU'S REASONABLE ACCOMMODATION POLICY?

Anyone with a disability may apply for a modification or adjustment of a job, work environment, policy, practice, or procedure that will enable that individual to enjoy equal employment opportunity with others. Reasonable accommodations are negotiated on an individual basis through Human Resource Services.

IS PHASED RETIREMENT AN OPTION?

Faculty members who are 55 years old or older and who have served the University for at least 10 years can reduce their work time, and therefore their salaries, from 100 percent to 50 percent over a period of up to seven years. The details of a phased retirement agreement are negotiated on an individual basis.

IS THERE A FACULTY FITNESS PROGRAM?

Faculty and staff members may pay a fee of \$199 per year to join the Faculty and Staff Fitness Program. In return, they receive a locker, towel service, and exclusive access to most of the University's athletic facilities at noon every day. Faculty members can also buy a membership in the Student Recreation Center at a reduced rate. Visit facultystafffitness.wsu.edu for more details.

IF YOU HAVE ANY QUESTIONS REGARDING THESE POLICIES, PLEASE CONTACT:

Vice Provost for Faculty Affairs
French Ad. Building 436
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FOR INFORMATION ABOUT FACULTY PROGRAMS FUNDED BY NSF'S ADVANCE GRANT, PLEASE CONTACT:

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