

EAST CAROLINA UNIVERSITY  
FACULTY MANUAL

PART XI

General Faculty Employment Guidelines and Benefits

# PART XI – GENERAL FACULTY EMPLOYMENT GUIDELINES AND BENEFITS

## SECTION II

### Benefits and Leave

*(Text moved from former Part VI)*

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#### I. Benefits

A variety of benefits are available to permanent employees of ECU, based on specific eligibility criteria. All benefits are subject to state regulations, university policies and procedures, and individual plan documents. Employee benefits are subject to change and reasonable notice is provided to employees by Human Resources when changes occur. Information about benefits may be obtained from the University Benefits Office in Human Resources located online at: [http://www.ecu.edu/cs-admin/HumanResources/benefits\\_about\\_us.cfm](http://www.ecu.edu/cs-admin/HumanResources/benefits_about_us.cfm). See the [University Policy Manual](#) for more information. (FS Resolution #11-61, April 2011)

#### II. Workers' Compensation

All university employees, including paid student workers, are covered by workers' compensation that provides for certain benefits in the event there is an on-the-job injury or illness. If and when an on-the-job injury or illness should occur, it should be reported immediately to the supervisor who will notify the appropriate university offices. For additional information about workers' compensation and related forms see the [University Policy Manual](#) and Environmental Health and Safety website <http://www.ecu.edu/cs-admin/oehs/ih/workerscomp.cfm>. (FS Resolution #11-61, April 2011)

#### III. Disability Insurance

ECU has disability insurance coverage for both short-term (2 to 12 months with the possibility of a 12 month extension) and long-term (greater than 12 months) situations. The specific details of the disability insurance options can be found at the HR Benefits website: [http://www.ecu.edu/cs-admin/HumanResources/benefits\\_about\\_us.cfm](http://www.ecu.edu/cs-admin/HumanResources/benefits_about_us.cfm).

Questions regarding disability coverage should be directed to a University Benefits Counselor listed online at [http://www.ecu.edu/cs-admin/HumanResources/benefits\\_about\\_us.cfm](http://www.ecu.edu/cs-admin/HumanResources/benefits_about_us.cfm) (FS Resolution #11-61, April 2011)

#### IV. Vacation and Sick Leave

Faculty with twelve-month employment contracts may be granted leave as authorized by the vice chancellors and chancellor. Teaching faculty with twelve-month employment contracts may only be granted vacation leave and are not eligible for sick leave. Teaching faculty who have a nine-month employment contract do not earn vacation or sick leave. (FS Resolution #11-61, April 2011)

V. Faculty Serious Illness and Parental Leave Policy

This policy provides leave with pay for eligible faculty for cases of serious health conditions, maternity leave, or parental leave as defined by the Family and Medical Leave Act. Refer to the [Faculty Serious Illness and Leave Policy](#) for more information. (FS Resolution #11-61, April 2011)

