

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) *Revised 3-21*

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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 [ECU Human Resources Office](#). See the [University Policy Manual](#) for more information.

II. Workers' Compensation

All University employees, including paid student workers, are covered by workers' compensation that provides 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](#), [Human Resources](#) website, and the [Office of Environmental Health and Safety](#) website.

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 on the [Human Resources](#) website.

Questions regarding disability coverage should be directed to a [Human Resources Benefits Consultant](#).

IV. Vacation and Sick Leave

Faculty with twelve-month employment contracts may be granted vacation and sick leave as described in the [ECU Policy Manual Leave Policy for Twelve-Month Faculty](#). Teaching faculty with nine-month employment contracts do not earn vacation or sick leave.

V. Faculty Serious Illness and Parental Leave Policy

This policy provides leave with pay for eligible faculty for cases of serious health conditions or

parental leave as defined by the Family and Medical Leave Act. Refer to the [Faculty Serious Illness and Parental Leave Policy](#) for more information.