

### **3359-20-04.3 Faculty privileges and benefits.**

- (A) Under the various headings of this "Faculty Manual," some of the policies, procedures, instructions, and traditions may be regarded also as faculty benefits and privileges. They include:
- (1) Extended circulation periods and other instructional support services in university libraries.
  - (2) Sick leave.
  - (3) Fee-based parking in designated university parking areas.
  - (4) Medical, dental, life, and long-term disability insurance; (regular and full-time auxiliary faculty only), contributions, if required, on a pre-tax basis at an amount periodically approved by the board of trustees.
  - (5) Sometimes partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.
  - (6) Membership in an Ohio retirement system or alternative retirement plan ("ARP") as permitted by statute.
  - (7) New full-time university faculty moving expenses.
    - (a) The university may authorize payment of the cost for moving of household goods for the new appointee and spouse and any dependent children living in the same household, in accordance with the following guidelines.
    - (b) Travel and transportation allowance. If travel is by personal automobile the reimbursement will be at the current IRS rate for moving expenses. In lieu of travel by personal automobile, reasonable coach airfare will be reimbursed.
    - (c) Moving allowance. The expense for the moving of household goods from the place of residence to the Akron or Orrville area may be paid, subject to the approval by the executive vice president and provost. Expenses may include the following if invoices or signed receipts are presented:
      - (i) Bill of lading from moving company.
      - (ii) Payment for rental of truck or trailer and trailer hitch.
      - (iii) Gasoline and tolls for rented vehicles.
      - (iv) Casual labor for loading and unloading vehicles and packaging materials when the move is not being made by a professional mover.
      - (v) Express and freight charges.
      - (vi) Insurance of household effects during transit.

(d) Policy restrictions/exceptions.

(i) Any exception to this policy must be made in advance of the individual

(a) The university has adopted two voluntary retirement plans, a 403(b) plan and a



one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time faculty who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse, or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-04.3 of the Administrative Code. Part-time faculty are eligible for paragraph (B)(7)(a)(i)(b) of rule 3359-20-04.3 of the Administrative Code.

- (iii) "ROTC" officer personnel. "ROTC" officer personnel shall be eligible for reductions as full-time faculty as outlined in paragraph (B)(7)(a)(i) of this rule.

(b) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
- (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.
- (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
- (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse, or dependent) during any one academic period.
- (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
- (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.

(c) Fee reductions for relatives of university faculty and administrative officers.

- (i) The instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, course fees, and other special fees not being affected):
  - (a) Dependents as defined by current rules and dependency tests of the internal revenue service of all full-time university faculty while the

parent is in the service of the university of Akron.

- (b) Spouses of all full-time university faculty while one or both are in the service of the university of Akron. Spouses of full-time university faculty who are also employees may elect to receive fee reductions as an employee, spouse.
- (c) Spouses and dependents of deceased full-time university faculty who were serving the university of Akron at the time of death.
- (d) Spouses and dependents of all retired full-time university faculty.
- (e) Spouses and dependents of part-time faculty members under the following conditions:
  - (i) The part-time faculty member is appointed to teach three or more credit hours or at least twenty-five per cent of a full(i)







transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-04.3 of the Administrative Code. Part-time faculty are eligible for paragraph (B)(7)(a)(i)(b) of rule 3359-20-04.3 of the Administrative Code.

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(C) Benefits and privileges of retired and emeritus faculty and staff.

Retired faculty, emeritus faculty, and staff are provided certain privileges and benefits including:

