



Faculty Friendly Policies FAQ and Resources

Q: IS PARTNER ACCOMMODATION AVAILABLE?

A: The Provost's Office maintains a fund to support partner accommodations. Subject to available funding, the Provost's office supports 50% of the partner's salary for two years or 33% over three years. No unit is required to participate in this program. To learn more, please visit:

policies.wsu.edu/prf/index/manuals/business-policies-and-procedures-manual/bppm-60-15/

Q: CAN I STOP THE TENURE CLOCK?

A: Faculty who started at WSU prior to August 2020 received an automatic tenure clock extension, though they have the ability to opt out. Faculty may opt out of this extension through April 15th of the spring prior to the academic year they would ordinarily be considered for tenure. More information is available at: provost.wsu.edu/promotion-and-tenure/

Full-time faculty members on the tenure track who become a parent of a child or multiples by birth, adoption, or fostering (i.e., 12 months of foster care, but not necessarily contiguous) *will automatically be granted a one-year extension of the tenure clock* when the faculty member is a caregiver. For each subsequent child, a faculty member may request an additional extension for a maximum of two separate extensions of the tenure period. When both parents are members of the faculty and share equally in caregiving responsibilities, each parent will be granted a one-year extension. Faculty may elect to opt out of the automatic extension of the tenure period granted for childbirth, adoption, or fostering.

Faculty may also request an extension of the tenure clock for a variety of reasons, including illness; caregiving responsibilities; unexpected delays in scholarship (e.g., a lab flood); and other life or work circumstances.

Q: WHAT ARE WSU'S FAMILY AND MEDICAL LEAVE POLICIES?

A: The Family and Medical Leave Act (FMLA) allows employees up to 12 weeks of leave when the leave is taken for purposes of caring for the employee's newborn or newly adopted or foster child; to care for the employee's spouse, dependent, or parent who has a serious health condition; or for a serious health condition that makes the employee unable to perform their job. This leave is also available for employees who wish to take time to bond with their newborn or adopted child(ren). This leave may be taken as paid or unpaid leave, upon the discretion of the employee. Employer-paid medical benefits will remain effective during the FMLA period as long as the monthly premiums are paid. To receive such benefits, an employee requesting FMLA must notify Human Resource Services within 30 days of the event, or as soon as possible if 30 days' notice cannot be given. Qualifying events and more information can be found here: hrs.wsu.edu/employees/disability-services/paid-family-and-medical-leave/

Q: CAN I CHANGE TO PART TIME?

A: 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. Part-time appointments of no less than 50 percent time may be available to faculty in 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. The duties and support for a part-time faculty member should be specified in the offer letter signed by the faculty member, chair, dean, campus VCAA (dependent on college and WSU campus) and provost. For more information, visit the [Faculty Manual](#) found on the Provost's webpage

Q: WHAT IF I NEED MODIFIED DUTIES?

A: 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. More information is available at: hrs.wsu.edu/employees/disability-services/modified-duties/

Q: AM I ELIGIBLE FOR PROFESSIONAL LEAVE?

A: After five years of active service tenured faculty members with a permanent appointment are eligible for professional leave. Sabbaticals are assigned through a competitive application process. Professional leave is normally granted for periods of two semesters or twelve months at 75 percent pay or for one semester or six months at full pay. To learn more, please visit: provost.wsu.edu/professional-leave-and-retraining/

Q: WHAT IS WSU'S REASONABLE ACCOMMODATION POLICY?

A: 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 opportunities with others. Reasonable accommodations are negotiated on an individual basis through Human Resource Services. Visit: hrs.wsu.edu/employees/disability-services/reasonable-accommodation/

Q: IS PHASED RETIREMENT AN OPTION?

A: Faculty members 55 years old or older who have served the University for at least 10 years are eligible for phased retirement. Phased retirement agreements are negotiated on an individual basis. For details, see: hrs.wsu.edu/phased-retirement-guidelines/

Q: IS THERE A FACULTY FITNESS PROGRAM?

A: Faculty and staff members may purchase a Noontime Fitness Membership. In return, they receive exclusive access to most of the University's athletic facilities in the Chinook Student Center, Student Recreation Center, or Hollingbery Fieldhouse. M-F, 11:00 am to 1:00 pm. For details, visit: urec.wsu.edu/memberships-lockers/faculty-staff-noontime-fitness/

UNIVERSITY RESOURCES

WSU CHILDREN'S CENTER

Washington State University Children's Center provides care for the children of WSU students, staff, and faculty. They serve children from the age of 6 weeks through 12 years (5th grade). Additionally, they offer evening care. **To learn more, visit:** childrenscenter.wsu.edu

WSU WOMEN'S CENTER

The Women's Center engages with the multi-dimensional experiences of women; challenges patterns of injustice for people of all genders; and provides a welcoming and inclusive space. The center also provides a private, comfortable place to feed a child or use a breast pump. If you need to reserve the Lavender Lounge or Lactation Center for a particular time, do so by visiting: women.wsu.edu

LGBTQ+ CENTER

The LGBTQ+ Center serves and supports LGBTQ+ students, faculty, and alumnx throughout the Washington State University system by providing resources, fostering community building, and relevant initiatives. While they foreground the needs of LGBTQ+ students, staff, faculty, and alumnx, they serve the entire Washington State University system through training, consultation, advocacy, and coalition building to advance access and equity throughout the institution. **To learn more about the LGBTQ+ Center, go to: thecenter.wsu.edu**

OFFICE OF THE UNIVERSITY OMBUDS

The primary purpose of the office is to protect the interests, rights, and privileges of students, staff, and faculty at all levels and locations of WSU operations and programs. The Ombuds is a neutral and confidential resource to all members of the university community. The Ombuds Office provides information about WSU policies and procedures. We also facilitate the resolution of problems and grievances through informal investigation and mediation. The office does not supersede other university grievance, complaint, or appeal procedures. For more information, visit: <https://ombuds.wsu.edu/>

COMPLIANCE AND CIVIL RIGHTS

Compliance and Civil Rights (CCR) provides resources, advice, solution building, investigation, support, education and training relating to compliance and civil rights. CCR is the central resource office for complaints of discrimination, harassment, sexual harassment, and sex and gender-based violence. CCR is a central resource for technical guidance regarding Title IX, ADA, HIPAA, Clery, and other compliance laws and regulations. CCR promotes a culture of knowledge and compliance with regulatory and legal requirements. CCR promotes and supports WSU's strategic goals and values through thoughtful, equitable, and ethical compliance assessment, technical guidance, and investigation. To learn more, visit: <https://ccr.wsu.edu/>

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP provides confidential counseling and referral services to WSU faculty, administrative professional, and classified staff. Employees can self-refer or may be directed to the EAP by a supervisor or manager. Employees may use release time to utilize EAP services. EAP is not intended to be a long-term counseling service but rather to provide initial assessment, consultation, and referral. EAP services typically will not be more than three sessions per specific individual concern. If additional counseling is needed, EAP will refer employees to a local provider, whose service will be covered by their insurance plans. (Employees are responsible to ensure the local provider is part of their insurance plan's provider network.) The EAP assists in identifying, managing, and resolving personal and work-related issues that may affect job performance or quality of life issues. The EAP provides counseling, education, and consultation services to improve job performance, worker health, and the wellbeing of the employee. To learn more, visit: <https://hrs.wsu.edu/resources/employee-assistance-program/>

For the most current information on faculty-friendly policies at WSU, be sure to consult the faculty manual and/or WSU's Human Resource Services.