

**Clin., TT, Lecturer vs.
Academic Specialist vs. Appointed Staff Exempt Position**

Category	TT, clin, lecturer = 10 month	TT, clin, lecturer = 12 month	Academic Specialist
Medical/Health Care Plans*	X	X	X
Retirement Plans	X	X	X
Basic Life	X	X	X
IU Tuition Benefits	X	X	X
Compensation			
Classification	3 ranks	3 ranks	N/A
Salary	Discipline + rank	Discipline + rank	N/A
Leaves			
Vacation/PTO	<i>no vacation</i>	22 days	22 days
Sick	15 days	15 days	15 days
FMLA/longer-term	6 wks full+9 wks half <i>to end of semester</i>	6 wks full+9 wks half	6 wks full+9 wks half
Employee Relations/Grievances	School then appeal to campus Board	School then appeal to campus Board	School only
Office of Equal Opportunity			
Accommodations	X	X	X
Discrimination	X	X	X
Sexual Misconduct	X	X	X
Career Opportunities	TT: achieve tenure or leave Clin, Lect: possible longer-term contract	TT: achieve tenure or leave Clin, Lect: possible longer-term contract	
Separation			
COBRA	X	X	X
Terminal Pay	(none; 1 year notice)	(none; 1 year notice)	(none; 1 year notice)
Faculty Council-voting rights	School and campus	School and campus	<i>within school only</i>
Staff Council	N/A	N/A	N/A
Teaching	TT: light plus research; Clin: medium plus service; Lecturer heavy	TT: light plus research; Clin: medium plus service; Lecturer heavy	Part of duties
ORANGE: Same for all			

*These benefits are for FTE's 75% or greater

Academic Specialist vs. Appointed Staff Exempt Position

Exempt Staff PAE	
X	
X	
X	
X	
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Established based on duties and responsibilities	
Established based on position level, market and pay range	
Less than 5years of service - 30days & 5years and greater - 36days	
No accrued sick time, but PTO can be moved to Sick up to 96 hours/yr	
6 wks full+9 wks half (depending on PTO balances)	
HR Employee Relations process	
X	
X	
X	
Eligible to apply for other staff positions via transfer, promotion	
X	
Separation pay for unused vacation, holiday etc.	
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N/A	
X	
As an academic overload with departmental approval	

*These benefits are for FTE's 75% or greater