

## **II.E.6. Financial Obligations of the University to Faculty Members**

*(Source: Standing Resolution of the Trustees, October 16, 1959 and 1979 Handbook for Faculty and Administration; revised, Standing Resolution of the Trustees, September 9, 1983)*

Death. Accelerated payment of a portion of life insurance equal to one-fourth of the insured's annual benefits base is available through the Benefits Office in accordance with the Group Life Insurance policy as published in The University of Pennsylvania Personnel Policy Manual.

Illness. Policies regarding absence for illness are covered by the University sick leave policy as published in *The University of Pennsylvania Division of Human Resources Policy Manual*.

Absenteeism. The University is not obligated to pay an individual holding tenure or a term appointment for periods of absence without leave. When a faculty member is recurrently absent from classes to a degree that interferes with the proper conduct of the course in the opinion of the department chair, and fails to provide evidence for the necessity of the absence that is satisfactory to the chair or the dean, the dean may, after one written warning to the faculty member, reduce the faculty member's salary by the amount actually expended to employ a substitute for the remainder of the course, without raising any question of termination. At the end of this period the reduced salary would be restored subject to the possibility of either suspension or *permanent removal determined as outlined above*.

(See page 29 - [Standing Resolution of the Trustees, September 9, 1983](#))