3.5.4 Short-Term and Long-Term Disability Leave

Formerly Known As Policy Number:

3.5.D

Where the leave is for a faculty member?39;s own health condition, the University will pay the faculty member the
difference between their short-term disability benefit (up to a maximum amount established each January 1st)
and/or their long-term disability benefit (66 2/3%) and their full academic base salary for up to 52 weeks, or the
end date of their faculty appointment, whichever comes first, provided they continue to be medically certified by a
physician and otherwise meet the terms of the disability plan. The 52-week period starts from the initial
certification date as designated by Liberty Mutual or Zurich. If a faculty member is overpaid in this salary
supplement process, the faculty member must reimburse the University for the overpayment either by direct
payment or through payroll deduction. Faculty members experiencing a short-term, non-work related disability
(including pregnancy disability) or long-term disability (LTD) are expected to contact Benefits ( http://cardinalatwork.stanford.edu [1]) to obtain information about and to apply for the University?39;s disability
benefits. In addition, the faculty member is expected to contact his or her department Chair or Dean?39;s Office to
address issues pertaining to teaching, research, appointment dates, tenure clock deadline, grant administration
and other related issues. For more information on LTD, see the Long Term Disability FAQs for Faculty [2]
. If your physician has certified you for full-time disability leave, you cannot be performing any work in any
capacity.

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