Colleagues –

There has been some confusion and inconsistency around summer benefits for 9-month faculty who are not returning for the next academic year. To clarify, all 9-month faculty are eligible for summer benefits, even if they are not returning for the fall semester. There is no department or unit discretion on whether or not to offer summer benefits and it does not matter whether they have elected to receive their monthly pay as '9 over 9' or '9 over 12'—they are still eligible for summer benefits even if they terminate at the end of the spring semester. They are considered to have ‘earned’ summer benefits by having completed their 9-month assignment. If pay is '9 over 9', the cost of benefits will have been “pre-paid” for the summer.

Therefore, if a 9-month faculty member is not returning for the next academic year, the termination of university employment is Sept 1 even though all work is completed by May 31. There may be rare cases where a faculty member wishes to terminate and not receive benefits through the summer. However, that can be handled as an exception to the policy.

As a reminder, the standard termination date for 9-month faculty members who leave at end of Fall semester is March 1. Benefits will continue until February 28.

Using termination dates for 9-month faculty other than March 1 or Sept 1 negatively impacts the pension benefits, even if the faculty member is not yet pension benefit eligible.

Please share this memo with the appropriate staff in your office to ensure that the university is consistent in the administration of benefits. If you have any questions about the correct dates to use for personnel actions, please contact your campus Human Resources Office.

Regards,
Betsy

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