

I. EMPLOYEE DEFINITIONS

- a) **Full-Time Faculty** – academic position classified as full-time under the terms and conditions of the AAUP Collective Bargaining Agreement.
- b) **Full-Time Staff** – non-faculty position with a work schedule of 37.5 to 40.0 hours per week for at least nine (9) months during a period of twelve (12) consecutive months.
- c) **Defined-Term Full-Time Staff** - non-faculty position with a work schedule of 37.5 to 40.0 hours per week for a duration greater than twelve (12) consecutive months, but less than thirty-six (36) consecutive months.
- d) **Temporary Full-Time Staff** - non-faculty position with a work schedule of 37.5 to 40.0 hours per week for a duration not longer than twelve (12) consecutive months.
- e) **Variable-Time Staff** – non-faculty position expected to work on average less than 30.0 hours per week during a period of twelve (12) consecutive months. Variable-time staff may be hired to work as seasonal employees of the University of Delaware. Seasonal employees constitute a category of variable-time staff who may work, on average, 30 or more hours a week so long as they work during approximately the same time period each calendar year and for a period that is no longer than six months during any twelve-month period. Any employee working for the University of Delaware in any other position or assignment in addition to a seasonal position will not be considered a seasonal employee
- f) **Adjunct Faculty** - academic position anticipated to work on average less than 30.0 hours per week during a period of twelve (12) consecutive months to include teaching and teaching-related duties such as course preparation, class time, field trips, labs, grading, office hours, etc.
- g) **Student Employees** - undergraduate or graduate students, registered at least half time, who perform work for the University on average less than 30.0 hours per week during a period of twelve consecutive months.

II. BENEFITS

Only employees in categories a-d will receive benefits.