

EPA
(Permanent)

TEMP
(Time Limited)

SPA
(Permanent)

Faculty – no vacation
time.
9, 10, 11, 12 Months

Sr. Admin
12 months

Work until task is
complete.

Temp - Regardless of
EPA/SPA

Time Limited

Exempt
-administration
-Professional Staff
-do not earn overtime
comp. time

Non-exempt
-adm. Support
-can earn OT or
-earn 1:5-1 comp. time

Research
Administration

Benefits:
Health
Pension
-State
-Private
Salary, etc.

Fully advertisement of Recruitment

Benefits:
Health
State Pension
Disability
Vacation
Leave

Fully Advertised Recruitment

-Status - they do not earn benefits.
-Earn leave only
-Only stay in position for 12 Months
Temp Professors do not withhold social security
9 month Faculty – EPA Temp for Summer Salary

-Can be both SPA and EPA
-Time Limited - Same benefits leave earnings as EPA or SPA Permanent.
-Fully advertised as if Permanent
-Temp – not fully advertised
-Time limited position: For 3 yrs. only (position becomes permanent)
-Already permanent employee of UNCW Position: individual becomes permanent automatically.