

Ladder-Rank and Security of Employment (SOE) Faculty Positions

Physical, Environmental, and Mental Demands of the Position

The intent of this form is to provide a description of the physical, environmental, and mental demands on a faculty member (ladder-rank or SOE faculty) so that a medical provider can assess the need for a medical leave or accommodation.

When a faculty member requests a medical leave or accommodation, Departments/Units should complete this form and provide it to the faculty member. For leave requests, the faculty member should give the completed form to their medical provider along with the [Certification of Health Care Provider for Employee's Serious Health Condition](#) for the medical provider to sign. For accommodation requests, the faculty member should give the completed form to their medical provider along with the Work Status Form (which can be found [here](#)). [Disability Management Services](#) staff and the [Academic Personnel Office](#) can assist faculty and departments as needed to enact the interactive process for workplace accommodation.

Faculty member: _____ Department/Unit: _____

The demands of ladder-rank and SOE faculty positions are varied. Faculty in these positions are engaged in the generation of original research or creative work, teaching and mentoring students, directing the research of graduate students, and serving on committees that evaluate applications for positions and generate new practices to enhance the function of the department/unit/university.

The nature of the research/creative is quite varied. In general, faculty publish their work as a book or collection of articles or exhibition of creative work. Please check the type of research that would apply.

Main type of research (check all that apply)

- Research in libraries or archives to generate a book or article
- Research in a science or engineering laboratory
- Research in the environment or site of excavation (outdoors)
- Research in a clinical/medical setting
- Theoretical work
- Creative work

Check all that apply from the list of physical, environmental, and mental demands. In addition, specify any additional demands that are not listed.

Physical demands (check all that apply throughout a calendar year)

- Sitting for more than 1 hour at a time
- Standing for more than 1 hour at a time
- Walking for more than 1 hour at a time
- Repetitive hand motion such as typing, writing, drawing
- Fine motor control
- Twisting and bending of the neck
- Lifting/bending/squatting
- Carrying books to and from library
- Potential need to hike long distances or up an incline

- Frequent local travel during work hours (in a car/bus/train)
- Frequent air travel (2 or more times per month)
- Performance on a stage
- Other (please specify)

Environmental demands (check all that apply)

- Exposure to dust/gas/fumes
- Protective equipment required (gloves, lab coat, eyewear, etc.)
- Potential exposure to harmful chemicals
- Potential exposure to infectious diseases
- Potential exposure to extreme heat or cold for 2+ hours at a time
- Other (please specify)

Mental demands (check all that apply)

- Mental capacity to plan budget, work assignments, and schedule for long-term projects
- Must prepare materials to meet a specific major upcoming deadline (e.g. tenure review)
- Track and meet regular small task deadlines on a daily basis
- Responsible for independently managing the daily work of 2 or more individuals
- Must apply abstract principles to solve complex issues
- Performs a wide range of tasks with little predictability of their occurrence
- Ability to regularly change focus among several priorities
- Communicate orally in small interactive group settings (12 or fewer individuals)
- Communicate orally in front of large groups (50+ to 1000+ individuals)
- Must concentrate on complex evaluation tasks for 2+ hours per week
- Other (please specify)

Chair/Dean: _____
printed name

Date: _____

signature