

## **GENERAL RELEASE OF CLAIMS**

**THIS GENERAL RELEASE OF CLAIMS** is made and entered into by \_\_\_\_\_ (“Employee”) as of the date written below in consideration of the promises and mutual covenants contained herein.

1. **Election and Consideration.** Employee has elected to participate in the The Pennsylvania State University Voluntary Faculty Separation Incentive Program (the “Program”), which is incorporated by reference. In consideration of Employee’s election to participate in the Program and execution of this General Release of Claims, The Pennsylvania State University (“Employer” or “University”) has agreed to provide Employee with the cash payments and benefits offered by the Employer under the Program. Employee acknowledges that the benefits offered to Employee pursuant to the Program as consideration are in addition to anything of value to which Employee is or might otherwise be entitled. Employee further acknowledges that Employer, in its discretion, is providing this additional consideration to Employee in exchange for and in reliance on the various covenants, agreements, and representations made by Employee in electing to participate in the Program and this General Release of Claims. The Program, Employee’s acceptance of this offer, the Election Agreement, and this General Release of Claims constitute the “Agreement.” Employee hereby agrees to be bound by this Agreement.

2. **General Release of Claims.** Employee, for Employee’s self and Employee’s heirs, executors, administrators, assigns, agents, and beneficiaries, if any, for and in consideration of the undertakings of Employer set forth in the Program, and intending to be legally bound, does hereby agree to execute and be bound by this Agreement. Employee waives, releases, and forever discharges Employer (as defined below) of and from any and all Claims (as defined below). Employee agrees not to file a lawsuit to assert any such Claim. Further, Employee agrees that should any other person, organization, or entity file a lawsuit or arbitration to assert any such Claim, Employee will not seek or accept any personal relief in such action. This release covers all Claims arising from the beginning of time up to and including the date of this Agreement.

**Exclusions:** Notwithstanding any other provision of this release, the following are **not** barred by the release: (a) Claims relating to the validity of this Agreement; (b) Claims by either party to enforce this Agreement; (c) Claims that are not legally waiveable; and (d) rights to vested benefits under Employer benefit plans. In addition, this General Release of Claims will not operate to limit or bar Employee’s right to file an administrative charge of discrimination with the Equal Employment Opportunity Commission (“EEOC”) or to testify, assist, or participate in an investigation, hearing, or proceeding conducted by the EEOC. However, the release **does** bar Employee’s right to recover any personal or monetary relief, including if Employee or anyone on Employee’s behalf seeks to file a subsequent lawsuit or arbitration on the same basis as the charge of discrimination.

The following provisions further explain this general release and promise not to sue:

(a) **Definition of “Claims.”** Except as stated above, “Claims” includes without limitation all actions or demands of any kind that Employees now has, or may have or have had (although Employee is not being asked to waive Claims that may arise after the date of this Agreement). More specifically, Claims include rights, causes of action, damages, penalties, losses, attorneys’ fees, costs, expenses, obligations, agreements, judgments, and all other liabilities of any kind or description whatsoever, either in law or in equity, whether known or unknown, suspected or unsuspected.

The nature of Claims covered by this release includes without limitation all actions or demands in any way based on Employee’s employment with Employer, the terms and conditions of such employment or Employee’s separation from employment. More specifically, all of the following are among the types of Claims that are waived and barred by this General Release of Claims to the extent allowable under applicable law:

- Contract Claims, whether express or implied;
- Tort Claims, such as for defamation or emotional distress;
- Claims under federal, state, and municipal laws, regulations, ordinance, or court decisions of any kind;
- Claims of discrimination, harassment, or retaliation, whether based on race, color, religion, gender, sex, age, sexual orientation, handicap and/or disability, genetic information, national origin, whistleblowing, or any other legally protected class;
- Claims under the AGE DISCRIMINATION IN EMPLOYMENT ACT (“ADEA”), Title VII of the Civil Rights Act of 1964, as amended, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, the Family and Medical Leave Act, and similar state and local statutes, laws, and ordinances;
- Claims under the Employee Retirement Income Security Act of 1974, as amended (“ERISA”), the Occupational Safety and Health Act, the False Claims Act, and similar state and local statutes, laws, and ordinances;
- Claims for wrongful discharge; and
- Claims for attorneys’ fees, including litigation expenses and/or costs.

The foregoing description of claims is intended to be illustrative and is not exhaustive.

(b) **Definition of “Employer.”** “Employer” includes without limitation The Pennsylvania State University and its past, present and future parents, owners, affiliates, subsidiaries, divisions, predecessors, successors, assigns, employee benefit plans, and trusts, if any. It also includes all past, present, and future managers, members, principals, directors,

officers, partners, agents, employees, attorneys, representatives, consultants, associates, fiduciaries, plan sponsors, administrators, and trustees of each of the foregoing.

(c) Nothing in the Agreement or this General Release of Claims restricts or prohibits Employee from initiating communications directly with, responding to any inquiries from, providing testimony before, providing confidential information to, reporting possible violations of law or regulation to, or from filing a claim or assisting with an investigation directly with a self-regulatory authority or a government agency or entity (collectively, the "Regulators"), or from making other disclosures that are protected under the whistleblower provisions of state or federal law or regulation. However, to the maximum extent permitted by law, Employee is waiving Employee's right to receive any individual monetary relief from Employer resulting from such claims or conduct, regardless of whether Employee or another party has filed them, and in the event Employee obtains such monetary relief, Employer will be entitled to an offset for the payments made pursuant to this Agreement. This Agreement does not limit Employee's right to receive an award from any Regulator that provides awards for providing information relating to a potential violation of law. Employee does not need the prior authorization of the University to engage in conduct protected by this paragraph, and Employee does not need to notify the University that Employee has engaged in such conduct.

3. **Decisional Unit and Eligibility Factors.** Employee acknowledges that Employee has been provided with Exhibit A to this Agreement which contains a written description of the class, unit, or group of persons to which the Program applies, as well as the eligibility factors and the time limits applicable to the Program. Employee also acknowledges that Employee has been provided with a list of those individuals, by job title and age, and whether they are eligible for this Program.

4. **Future University Employment.** Employee acknowledges and agrees that Employee is not eligible for employment with the University in any capacity or to serve as a consultant to the University, directly or indirectly, for a period of thirty-six (36) calendar months from Employee's Separation Date. Employee agrees that the University will not be liable for failure to employ Employee if Employee seeks employment or a consulting relationship with the University in violation of this Paragraph.

5. **Other Severance Benefits.** Employee acknowledges that Employee is not entitled to any severance benefits under any plan or policy of the University other than the benefits provided in the Program as a result of Employee's voluntary decision to participate in the Program and resulting separation from employment with the University.

6. **Employee Acknowledgement.** Employee acknowledges and agrees that the release of claims under the ADEA is subject to special waiver protections under 29 U.S.C. § 626(f). In accordance with that section, Employee specifically agrees that Employee is knowingly and voluntarily releasing and waiving any rights or claims of discrimination under the ADEA. By signing this Agreement, Employee acknowledges that:

(a) Employee has had at least forty-five (45) days to consider the terms of this Agreement, including the General Release of Claims, and whether or not Employee should sign it;

(b) Employer has advised Employee, and hereby advises Employee, in writing that Employee should consult with an attorney of Employee's own choosing prior to signing this Agreement, and that Employee has consulted with, or has had sufficient opportunity to consult with, an attorney of Employee's own choosing regarding the terms of this Agreement;

(c) Employee is waiving valuable legal rights and releasing Employer of all claims which may have existed prior to or contemporaneously with the execution of this Agreement, except for those obligations expressly stated in this Agreement, and that Employee is not waiving any claims that may arise after the date Employee signs this Agreement;

(d) Employee has not relied upon any representation or statement made by Employer or any employee or other person on behalf of Employer with regard to the subject matter, meaning, or effect of this Agreement and that no statements made by Employer have in any way unduly coerced or influenced Employee to execute this Agreement;

(e) Employee has read this Agreement, that it has been written in a manner that is easy to understand, and that Employee fully understands its terms;

(f) Employee has no right or claim, contractual or otherwise, to any or all of the benefits under the Program;

(g) This Agreement does not reflect any admission by Employer of any liability or wrongdoing;

(h) Employee must sign and return the Agreement via email to [VSIP2024@psu.edu](mailto:VSIP2024@psu.edu) no earlier than Employee's Separation Date and no later than forty-five (45) days following Employee's Separation Date; and

(i) Employee has the right to revoke this Agreement by delivering a notice of written revocation via email to [VSIP2024@psu.edu](mailto:VSIP2024@psu.edu) in such a manner that it is actually received within the seven (7) calendar-day period following Employee's execution of this General Release of Claims.

7. **Severability.** Employee agrees that if any provision of this Agreement is or shall be declared invalid or unenforceable by a court of competent jurisdiction, then such provision will be modified only to the extent necessary to cure such invalidity, with a view to enforcing the parties' intention as set forth in this Agreement to the extent permissible. All remaining provisions of this Agreement shall not be affected thereby and shall remain in full force and effect.

8. **Choice of Law.** This Agreement shall be governed and construed in accordance with the laws of the Commonwealth of Pennsylvania, without giving effect to choice of law principles of any state, except to the extent superseded by federal law, if any.

9. **Effective Date.** Employee understands that this General Release of Claims shall not become effective or enforceable until the expiration of the revocation period set forth above, provided that Employee does not elect to revoke it (“Effective Date”).

IN WITNESS THEREOF, and with the intention of being legally bound hereby, Employee has executed this General Release of Claims.

\_\_\_\_\_  
Employee

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

## **EXHIBIT A**

### **INFORMATIONAL DISCLOSURE**

As required by the final regulations of the Older Workers Benefit Protection Act of 1990 (OWBPA), an amendment to the Age Discrimination in Employment Act (ADEA), the following information is being provided about this voluntary group termination program:

#### **Decisional Unit:**

The decisional unit, which is the class, unit or group of individuals considered by The Pennsylvania State University (the “University”) for inclusion in The Pennsylvania State University Voluntary Faculty Separation Incentive Program (the “Program”) is full-time, academic employees in active status with a primary work location at one of the covered campuses identified in the Program document working in an eligible position.

#### **Eligibility Factors:**

The University determined that the following factors must be met in order for an employee to receive benefits under the Program:

To be eligible to participate in the Program, an employee must (1) be an active full-time employee of the University as of their designated Separation Date as defined in the Program document; (2) have a primary work location at one of the campuses identified in the Program document; (3) have been hired by the University into a full-time position before April 1, 2023; (4) work in a qualifying position; and (5) not be subject to any of the exclusions identified in the Program document.

In addition, an employee must: (1) elect to participate in the Program on a completely voluntary basis and deliver a completed and signed legally binding Election Agreement in a form acceptable to the University on or before May 31, 2024 at 5:00 p.m. EDT; and (2) agree to enter into the General Release of Claims no earlier than an employee’s designated Separation Date and no later than forty-five (45) days after the Separation Date.

#### **Time Limits:**

The time limits for this Program are as follows: The employee must sign and return the Election Agreement no later than May 31, 2024 at 5:00 p.m. EDT. The employee must terminate employment with the University on June 28, 2024 unless that date is accelerated or extended by the University. The employee must sign and return the General Release of Claims no earlier than the employee’s designated Separation Date and no later than forty-five (45) days after the employee’s designated Separation Date. The employee has seven (7) calendar days from the date the employee signs the General Release of Claims to revoke it, if Employee chooses to do so.

**Eligible Positions in Decisional Unit:**

The following is a list of all employees in the decisional unit by their job title and age and whether they are eligible for the Program as of May 29, 2024.

<b>Job Title</b>	<b>Age</b>	<b>Eligible</b>
Assistant Dean	61	YES
Assistant Dean	44	NO
Assistant Dean	65	YES
Assistant Dean	66	YES
Assistant Librarian	42	NO
Assistant Librarian	39	NO
Assistant Librarian	37	NO
Assistant Librarian	40	NO
Assistant Librarian	61	NO
Assistant Librarian	30	NO
Assistant Librarian	36	NO
Assistant Librarian	39	NO
Assistant Librarian	37	NO
Assistant Librarian	63	NO
Assistant Librarian	35	NO
Assistant Librarian	32	NO
Assistant Librarian	33	NO
Assistant Librarian	36	NO
Assistant Librarian	49	NO
Assistant Librarian	35	NO
Assistant Librarian	37	NO
Assistant Librarian	31	NO
Assistant Librarian	37	NO
Assistant Professor	45	YES
Assistant Professor	35	YES
Assistant Professor	39	YES
Assistant Professor	41	YES
Assistant Professor	40	NO
Assistant Professor	36	YES
Assistant Professor	29	NO
Assistant Professor	38	NO
Assistant Professor	47	YES
Assistant Professor	51	YES
Assistant Professor	42	YES
Assistant Professor	32	YES
Assistant Professor	41	YES
Assistant Professor	36	YES
Assistant Professor	38	YES
Assistant Professor	36	NO
Assistant Professor	33	YES
Assistant Professor	43	YES
Assistant Professor	49	YES
Assistant Professor	59	YES
Assistant Professor	45	YES
Assistant Professor	35	YES

Assistant Professor	44	YES
Assistant Professor	34	YES
Assistant Professor	36	YES
Assistant Professor	64	YES
Assistant Professor	43	YES
Assistant Professor	45	NO
Assistant Professor	35	YES
Assistant Professor	48	YES
Assistant Professor	33	YES
Assistant Professor	56	NO
Assistant Professor	39	YES
Assistant Professor	37	YES
Assistant Professor	42	YES
Assistant Professor	45	YES
Assistant Professor	44	YES
Assistant Professor	45	YES
Assistant Professor	37	YES
Assistant Professor	52	YES
Assistant Professor	42	YES
Assistant Professor	42	NO
Assistant Professor	33	YES
Assistant Professor	39	YES
Assistant Professor	36	NO
Assistant Professor	39	YES
Assistant Professor	48	YES
Assistant Professor	30	YES
Assistant Professor	45	YES
Assistant Professor	36	YES
Assistant Professor	41	YES
Assistant Professor	83	YES
Assistant Professor	32	YES
Assistant Professor	35	YES
Assistant Professor	45	NO
Assistant Professor	44	YES
Assistant Professor	82	YES
Assistant Professor	36	YES
Assistant Professor	37	YES
Assistant Professor	46	YES
Assistant Professor	40	YES
Assistant Professor	46	YES
Assistant Professor	29	YES
Assistant Professor	54	NO
Assistant Professor	44	YES
Assistant Professor	37	NO
Assistant Professor	32	YES
Assistant Professor	59	YES
Assistant Professor	38	NO
Assistant Professor	53	YES
Assistant Professor	33	YES
Assistant Professor	40	YES
Assistant Professor	35	YES



Assistant Professor	35	YES
Assistant Professor	49	YES
Assistant Professor	38	YES
Assistant Professor	38	YES
Assistant Professor	42	YES
Assistant Professor	37	NO
Assistant Professor	35	YES
Assistant Professor	44	YES
Assistant Professor	40	YES
Assistant Professor	35	YES
Assistant Professor	38	YES
Assistant Professor	49	YES
Assistant Professor	41	YES
Assistant Professor	30	YES
Assistant Professor	47	NO
Assistant Professor	36	YES
Assistant Professor	57	YES
Assistant Professor	35	NO
Assistant Professor	31	YES
Assistant Professor	34	YES
Assistant Professor	35	YES
Assistant Professor	33	YES
Assistant Professor	41	YES
Assistant Professor	43	YES
Assistant Professor	55	YES
Assistant Professor	42	YES
Assistant Professor	33	YES
Assistant Professor	47	YES
Assistant Professor	30	NO
Assistant Professor	38	YES
Assistant Professor	61	YES
Assistant Professor	43	YES
Assistant Professor	34	YES
Assistant Professor	35	YES
Assistant Professor	32	YES
Assistant Professor	34	NO
Assistant Professor	33	YES
Assistant Professor	35	YES
Assistant Professor	42	YES
Assistant Professor	34	YES
Assistant Professor	33	NO
Assistant Professor	35	YES
Assistant Professor	34	YES
Assistant Professor	64	NO
Assistant Professor	46	NO
Assistant Professor	31	YES
Assistant Professor	42	YES
Assistant Professor	48	YES
Assistant Professor	48	YES
Assistant Professor	44	YES
Assistant Professor	44	YES

Assistant Professor	47	YES
Assistant Professor	35	YES
Assistant Professor	50	YES
Assistant Professor	43	YES
Assistant Professor	53	YES
Assistant Professor	40	YES
Assistant Professor	36	YES
Assistant Professor	37	YES
Assistant Professor	32	YES
Assistant Professor	33	YES
Assistant Professor	35	YES
Assistant Professor	33	YES
Assistant Professor	34	NO
Assistant Professor	33	YES
Assistant Professor	60	YES
Assistant Professor	39	YES
Assistant Professor	35	YES
Assistant Professor	34	YES
Assistant Professor	46	YES
Assistant Professor	36	YES
Assistant Professor	42	YES
Assistant Professor	33	YES
Assistant Professor	33	YES
Assistant Professor	44	YES
Assistant Professor	44	YES
Assistant Professor	46	YES
Assistant Professor	38	YES
Assistant Professor	31	NO
Assistant Professor	40	YES
Assistant Professor	36	YES
Assistant Professor	41	YES
Assistant Professor	52	YES
Assistant Professor	43	YES
Assistant Professor	41	YES
Assistant Professor	35	YES
Assistant Professor	34	YES
Assistant Professor	35	YES
Assistant Professor	39	YES
Assistant Professor	47	YES
Assistant Professor	32	NO
Assistant Professor	34	YES
Assistant Professor	35	YES
Assistant Professor	39	YES
Assistant Professor	46	YES
Assistant Professor	39	YES
Assistant Professor	37	YES
Assistant Professor	34	YES
Assistant Professor	38	NO
Assistant Professor	38	YES
Assistant Professor	36	YES
Assistant Professor	47	YES

Assistant Professor	31	YES
Assistant Professor	45	YES
Assistant Professor	40	YES
Assistant Professor	59	YES
Assistant Professor	42	YES
Assistant Professor	38	YES
Assistant Professor	33	YES
Assistant Professor	42	YES
Assistant Professor	54	YES
Assistant Professor	56	YES
Assistant Professor	37	YES
Assistant Professor	39	YES
Assistant Professor	61	YES
Assistant Professor	36	YES
Assistant Professor	41	YES
Assistant Professor	37	YES
Assistant Professor	60	YES
Assistant Professor	42	YES
Assistant Professor	35	YES
Assistant Professor	45	YES
Assistant Professor	39	YES
Assistant Professor	37	NO
Assistant Professor	45	YES
Assistant Professor	35	NO
Assistant Professor	37	YES
Assistant Professor	40	YES
Assistant Professor	36	YES
Assistant Professor	45	YES
Assistant Professor	38	YES
Assistant Professor	40	YES
Assistant Professor	50	NO
Assistant Professor	33	YES
Assistant Professor	34	YES
Assistant Professor	42	YES
Assistant Professor	39	YES
Assistant Professor	33	YES
Assistant Professor	42	NO
Assistant Professor	30	YES
Assistant Professor	32	YES
Assistant Professor	36	YES
Assistant Research Professor	52	NO
Assistant Research Professor	34	NO
Assistant Research Professor	37	NO
Assistant Research Professor	32	NO
Assistant Teaching Professor	45	NO
Assistant Teaching Professor	63	NO
Assistant Teaching Professor	39	NO
Assistant Teaching Professor	46	NO
Assistant Teaching Professor	40	NO
Assistant Teaching Professor	48	NO
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Assistant Teaching Professor	53	NO
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Assistant Teaching Professor	70	NO
Assistant Teaching Professor	38	NO
Assistant Teaching Professor	49	NO
Assistant Teaching Professor	32	NO
Assistant Teaching Professor	57	NO
Assistant Teaching Professor	62	NO
Assistant Teaching Professor	32	NO
Assistant Teaching Professor	45	NO
Assistant Teaching Professor	40	NO
Assistant Teaching Professor	45	NO
Assistant Teaching Professor	59	NO
Assistant Teaching Professor	72	NO
Assistant Teaching Professor	58	NO
Assistant Teaching Professor	45	NO
Assistant Teaching Professor	59	NO
Assistant Teaching Professor	54	NO
Assistant Teaching Professor	48	NO
Assistant Teaching Professor	69	NO
Assistant Teaching Professor	33	NO
Assistant Teaching Professor	45	NO
Assistant Teaching Professor	71	NO

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Assistant Teaching Professor	52	NO
Assistant Teaching Professor	45	NO
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Assistant Teaching Professor	56	NO
Assistant Teaching Professor	50	NO
Assistant Teaching Professor	68	NO
Assistant Teaching Professor	30	NO
Assistant Teaching Professor	75	NO
Assistant Teaching Professor	58	NO
Assistant Teaching Professor	45	NO
Assistant Teaching Professor	63	NO
Assistant Teaching Professor	54	NO
Assistant Teaching Professor	53	NO
Assistant Teaching Professor	60	NO
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Assistant Teaching Professor	58	NO
Assistant Teaching Professor	38	NO
Assistant Teaching Professor	59	NO
Assistant Teaching Professor	54	NO
Assistant Teaching Professor	30	NO
Assistant Teaching Professor	63	NO
Assistant Teaching Professor	60	NO
Assistant Teaching Professor	54	NO
Assistant Teaching Professor	33	NO
Assistant Teaching Professor	51	NO
Assistant Teaching Professor	64	NO
Assistant Teaching Professor	38	NO
Assistant Teaching Professor	67	NO
Assistant Teaching Professor	55	NO
Assistant Teaching Professor	41	NO
Assistant Teaching Professor	53	NO
Assistant Teaching Professor	49	NO
Assistant Teaching Professor	60	NO
Assistant Teaching Professor	35	NO
Assistant Teaching Professor	57	NO
Assistant Teaching Professor	29	NO
Assistant Teaching Professor	55	NO
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Assistant Teaching Professor	49	NO
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Assistant Teaching Professor	54	NO
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Assistant Teaching Professor	49	NO
Assistant Teaching Professor	34	NO
Assistant Teaching Professor	42	NO
Assistant Teaching Professor	41	NO
Assistant Teaching Professor	48	NO
Assistant Teaching Professor	52	NO
Assistant Teaching Professor	68	NO
Assistant Teaching Professor	52	NO
Assistant Teaching Professor	56	NO
Assistant Teaching Professor	51	NO
Assistant Teaching Professor	36	NO
Assistant Teaching Professor	41	NO
Assistant Teaching Professor	65	NO
Assistant Teaching Professor	34	NO
Assistant Teaching Professor	75	NO
Assistant Teaching Professor	42	NO
Assistant Teaching Professor	54	NO
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Assistant Teaching Professor	49	NO
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Assistant Teaching Professor	55	NO
Assistant Teaching Professor	44	NO
Assistant Teaching Professor	60	NO
Assistant Teaching Professor	38	NO
Assistant Teaching Professor	68	NO
Assistant Teaching Professor	48	NO
Assistant Teaching Professor	49	NO
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Assistant Teaching Professor	63	NO
Assistant Teaching Professor	62	NO
Assistant Teaching Professor	51	NO
Assistant Teaching Professor	60	NO
Assistant Teaching Professor	55	NO
Assistant Teaching Professor	52	NO
Assistant Teaching Professor	38	NO
Assistant Teaching Professor	39	NO
Assistant Teaching Professor	62	NO
Assistant Teaching Professor	65	NO
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Assistant Teaching Professor	38	NO
Assistant Teaching Professor	57	NO
Assistant Teaching Professor	59	NO
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Assistant Teaching Professor	49	NO
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Assistant Teaching Professor	63	NO
Assistant Teaching Professor	59	NO
Assistant Teaching Professor	52	NO
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Assistant Teaching Professor	33	NO
Assistant Teaching Professor	54	NO
Assistant Teaching Professor	40	NO
Assistant Teaching Professor	34	NO
Assistant Teaching Professor	44	NO
Assistant Teaching Professor	52	NO
Assistant Teaching Professor	46	NO
Assistant Teaching Professor	54	NO
Assistant Teaching Professor	55	NO
Assistant Teaching Professor	51	NO
Assistant Teaching Professor	27	NO
Assistant Teaching Professor	33	NO
Assistant Teaching Professor	53	NO
Assistant Teaching Professor	44	NO
Assistant Teaching Professor	54	NO
Assistant Teaching Professor	43	NO
Assistant Teaching Professor	40	NO
Assistant Teaching Professor	49	NO
Assistant Teaching Professor	54	NO
Assistant Teaching Professor	36	NO
Assistant Teaching Professor	67	NO
Assistant Teaching Professor	39	NO
Assistant Teaching Professor	40	NO
Assistant Teaching Professor	53	NO
Assistant Teaching Professor	39	NO
Assistant Teaching Professor	53	NO
Assistant Teaching Professor	81	NO
Assistant Teaching Professor	71	NO
Assistant Teaching Professor	39	NO
Assistant Teaching Professor	46	NO
Assistant Teaching Professor	55	NO
Assistant Teaching Professor	38	NO
Assistant Teaching Professor	67	NO
Assistant Teaching Professor	57	NO
Assistant Teaching Professor	58	NO
Assistant Teaching Professor	73	NO
Assistant Teaching Professor	65	NO
Assistant Teaching Professor	57	NO
Assistant Teaching Professor	71	NO
Assistant Teaching Professor	64	NO
Assistant Teaching Professor	60	NO
Assistant Teaching Professor	34	NO
Assistant Teaching Professor	59	NO



Assistant Teaching Professor	35	NO
Assistant Teaching Professor	61	NO
Assistant Teaching Professor	34	NO
Assistant Teaching Professor	61	NO
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Assistant Teaching Professor	49	NO
Assistant Teaching Professor	36	NO
Assistant Teaching Professor	37	NO
Assistant Teaching Professor	56	NO
Assistant Teaching Professor	52	NO
Assistant Teaching Professor	60	NO
Assistant Teaching Professor	45	NO
Assistant Teaching Professor	37	NO
Assistant Teaching Professor	60	NO
Assistant Teaching Professor	38	NO
Assistant Teaching Professor	78	NO
Assistant Teaching Professor	64	NO
Assistant Teaching Professor	51	NO
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Assistant Teaching Professor	43	NO
Assistant Teaching Professor	37	NO
Assistant Teaching Professor	46	NO
Assistant Teaching Professor	61	NO
Assistant Teaching Professor	73	NO
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Assistant Teaching Professor	46	NO
Assistant Teaching Professor	69	NO
Associate Dean	61	YES
Associate Dean	46	NO
Associate Dean	54	YES
Associate Dean	40	NO
Associate Dean	51	NO
Associate Dean	52	YES
Associate Dean	45	YES
Associate Dean	44	YES
Associate Librarian	46	NO
Associate Librarian	36	NO
Associate Librarian	52	NO
Associate Librarian	37	NO
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Associate Librarian	40	NO
Associate Librarian	50	NO
Associate Librarian	62	NO
Associate Librarian	49	NO
Associate Professor	34	YES
Associate Professor	35	YES
Associate Professor	36	YES
Associate Professor	36	YES

















Associate Professor	72	YES
Associate Professor	73	YES
Associate Professor	73	YES
Associate Professor	73	YES
Associate Professor	73	YES
Associate Professor	74	YES
Associate Professor	75	YES
Associate Professor	76	YES
Associate Professor	82	YES
Associate Research Professor	46	NO
Associate Research Professor	51	NO
Associate Research Professor	44	NO
Associate Teaching Professor	63	NO
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Associate Teaching Professor	68	NO
Associate Teaching Professor	58	NO
Department Head	59	YES
Department Head	57	YES
Department Head	41	YES
Department Head	55	YES
Department Head	54	YES
Department Head	50	YES
Director	60	YES
Director	60	YES
Director	63	YES
Director	61	YES
Director	46	YES
Director	52	YES
Director	55	YES
Director	52	YES
Director	61	YES

Director	58	YES
Director	63	YES
Director	50	YES
Fellow-Postdoctoral	33	NO
Instructor	70	NO
Instructor	45	NO
Instructor	56	NO
Instructor	48	NO
Instructor	50	NO
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Lecturer	52	NO
Lecturer	44	NO



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Librarian	56	NO
Librarian	61	NO
Librarian	47	NO
Librarian	56	NO
Librarian	55	NO
Librarian	46	NO
Librarian	51	NO
Professor	60	YES
Professor	55	YES
Professor	63	YES
Professor	62	YES
Professor	66	YES
Professor	55	YES
Professor	66	YES
Professor	67	YES

Professor	50	YES
Professor	65	YES
Professor	55	YES
Professor	74	YES
Professor	52	YES
Professor	69	YES
Professor	59	YES
Professor	66	YES
Professor	61	YES
Professor	51	YES
Professor	44	YES
Professor	42	YES
Professor	55	YES
Professor	52	YES
Professor	69	YES
Professor	52	YES
Professor	46	YES
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Professor	54	YES
Professor	67	YES
Professor	80	YES
Professor	58	YES
Professor	69	YES
Professor	50	YES
Professor	66	YES
Professor	59	YES
Professor	55	YES
Professor	64	YES
Professor	60	YES
Professor	59	YES
Professor	53	YES
Professor	76	YES
Professor	65	YES
Professor	60	YES
Professor	72	YES
Professor	58	YES
Professor	59	YES
Professor	55	YES

Professor	56	YES
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Professor	68	YES
Professor	71	YES
Professor	55	YES
Professor	66	YES
Professor	44	YES
Professor	57	YES
Professor	67	YES
Professor	59	YES
Professor	56	YES
Professor	62	YES
Professor	53	YES
Professor	66	YES
Professor	59	YES
Professor	54	YES
Professor	64	YES
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Professor	73	YES
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Professor	72	YES
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Professor	53	YES
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Professor	51	YES
Professor	62	YES
Professor	55	YES
Professor	67	YES
Professor	66	YES
Professor	59	YES
Professor	54	YES
Professor	64	YES
Professor	46	YES
Professor	61	YES
Professor	68	YES
Professor	65	YES

Professor	56	YES
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Professor	55	YES
Professor	45	YES
Professor	60	YES
Professor	57	YES
Professor	49	YES
Professor	62	YES
Professor	63	YES
Professor	78	YES
Professor	56	YES
Professor	52	YES
Professor	67	YES
Professor	68	YES
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Professor	71	YES
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Professor	77	YES
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Professor	67	YES
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Professor	59	YES
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Professor	70	YES
Professor	55	YES
Professor	69	YES
Professor	64	YES
Professor	65	YES
Professor	61	YES
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Professor	59	YES
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Professor	54	YES
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Professor	60	YES
Professor	75	YES
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Professor	41	YES
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Professor	59	YES
Professor	51	YES
Professor	48	YES
Professor	62	YES
Professor	49	YES
Professor	71	YES
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Professor	53	YES
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Professor	68	YES
Professor	58	YES
Professor	70	YES
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Professor	60	YES
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Professor	48	YES
Professor	61	YES
Professor	63	YES
Professor	45	YES
Professor	52	YES
Professor	51	YES
Professor	51	YES
Professor	40	YES

Professor of Practice	66	NO
Professor of Practice	56	NO
Researcher	34	NO
Researcher	38	NO
Researcher	33	NO
Scholar-Postdoctoral	39	NO
Scholar-Postdoctoral	34	NO
Teaching Professor	64	NO
Teaching Professor	50	NO
Teaching Professor	60	NO
Teaching Professor	58	NO
Teaching Professor	80	NO
Teaching Professor	50	NO
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